Local Government SERVICE

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NOTES AND COMMENTS

The Justices' Clerk

The appointment of a Departmental Committee on the methods of appointment and conditions of service of justices' clerks extends a review of the magisterial system which has already resulted in measures to improve the efficiency of Benches by eliminating justices whose faculties are impaired by age or other causes. The criticism which prompted this overhaul has extended to the system of part-time justices' clerkships still operating in many areas, and the committee will doubtless take stock of it. To changes which promote the efficient administration of justice the Association cannot object—provided justice is done to those who now administer it. Local authorities and their officers have, in fact, a special interest in the efficiency of Courts to whose jurisdiction so many of their official acts are subject. Incidentally, the overhaul offers little encouragement to those who would resort entirely to the stipendiary system. If an efficient clerk advises on law and intelligent men of affairs decide questions of fact, the juridical principles of the Justices' Court are not fundamentally different from those of the Higher Courts; and the deficiences of the present magisterial system may well, therefore, be such as call for its reform rather than its abolition.

Manchester's Exhibition

Manchester's municipal exhibition, opened by Sir Kingsley Wood on May 2, was an outstanding success in more senses than one. It showed the people of Manchester, for the first time, the extraordinary range, variety and efficiency of their civic services. It showed visitors from other towns and cities the scope of a great authority's activities. It gave local government officers themselves a more vivid idea, perhaps, than they had obtained before, of the importance of the service of which they are a part, reinforcing their pride in their work and strengthening their determination to strive after greater knowledge and higher efficiency, collective and individual.

But possibly the greatest achievement of the exhibition was its demonstration that local government can be made interesting to the man in the street, his wife, and his children. Those whose lives are spent in local government service know its fascination—the romance of its ceaseless fight with disease, dirt and poverty, the satisfaction of its achievements in increasing the comfort, happiness and culture of the community, the interest of its manifold human contacts. If we can convey something of that interest to the men and women we serve we shall reap a double benefit: to the nation in promoting a better-informed and more constructive appreciation of the value of local administration; to ourselves in establishing our place in the march of democratic progress. Manchester takes pride in its tradition of leadership. Let us hope that its latest example will be widely and usefully followed.

Officers' Fine Work

Of particular gratification to us is the knowledge that most of the credit for the exhibition goes to members of the Manchester Municipal Officers' Guild. Chiefs of Departments organised it; members of staffs—in some cases relatively junior members—gave it life and being.

Equally praiseworthy was the work of the Guild in producing the booklet "Your City," the best Child's

Guide to Local Government we have yet seen, and in presenting 4,500 copies free to the teachers of Manchester. Like all the best books for children it is of equal interest and value to adults, and we are not surprised that 2,000 copies were sold to the public within a few days of publication. Here is stimulus indeed to other branches of N.A.L.G.O. eager to play their part in enhancing the prestige of the Service.

Local Government Films

Slowly but surely the makers of films, both professional and amateur, are beginning to realise that, in the words of Sir Stephen Tallents in an article in this number of LOCAL GOVERNMENT SERVICE, "the work of local government in this country contains an inexhaustible supply of cinematic material." Delegates to Conference at Blackpool this month will see the preliminary results of that realisation in the first public display of local government films to be held in Britain; they will also discuss a suggestion that N.A.L.G.O. should itself arrange for the production of a film dealing with local government administration.

Few would question the value of such a film, to the Service as well as to the public. In articles on succeeding pages Mr. John Grierson, one of the world's leading authorities on the documentary film, and Sir Stephen Tallents, under whose inspired leadership at the Post Office this country achieved its present preeminence in the documentary field, review the possibilities. Mr. Grierson stresses its power to light up the "civic eye" of our citizens to a keener appreciation of the services performed for them, to articulate the romance of public organisation, and to evoke a deeper local loyalty. Sir Stephen points to its success in winning popular understanding for the work of our administration and, no less important, its power to give the individual officer a more vivid appreciation of the machine of which he is a part, and, as a result, a new sense of dignity and of recognition.

In two further articles Mr. Norman Rogers tells of the pioneer work of Croydon branch in producing the first N.A.L.G.O. film, and Mr. H. S. Sherwin describes his own use of the cinema for the recording of civic history. These are small beginnings, but from them may arise a development of outstanding significance in N.A.L.G.O.'s attempt to arouse wider public interest in the work of its members.

A Rational Highways System

The far-reaching proposals of Sir Charles Bressey and Sir Edwin Lutyens for the re-planning of London's traffic arteries have focused public attention afresh upon the whole problem of our national highways system. The need for such attention is self-evident. The days when, as G. K. Chesterton sang, "The rolling English drunkard made the rolling English road" have gone beyond recall, however much we may regret their passing, and a motoring age demands, for safety of life and limb and for the elimination of heavy losses caused by congestion and delay, highways scientifically planned and efficiently built. Some idea of the nature of those highways is given in the article by a County Surveyor in this number. If democratic administration is to retain its claim to efficiency in the face of the more spectacular achievements of the totalitarian States that great task must not be delayed.

The "Underdogs'" Growl

The columns of 'Readers' Forum' have been ringing for the past two months with the controversy aroused by Mr. George Mell's recent "growl" calling for a greater representation of the views of the younger member in the councils of N.A.L.G.O. While we feel that Mr. Mell and his supporters have overstated their case and unjustifiably alleged divided loyalty and indifference to the claims of the "little man" against the senior members of district committees and the N.E.C., we would point out to them that the remedy for any faults they may believe to exist in the association's machinery lies in their hands. N.A.L.G.O. is a democratic body, and every member of its committees and council is elected by democratic vote. If the "underdogs"—the unhappy word is their own, not ours—want their barks to be heard they have only to choose and elect representatives acceptable to them. And, while senior members will always oppose any attempt to disintegrate N.A.L.G.O. with a class war they will, we feel sure, welcome any effort to bring more of the fire and enthusiasm of youth into their deliberations. It is by no means absent to-day.

A Hint from Chicago

United States local government officers have achieved what N.A.L.G.O. has been trying to do for 20 years. They have gathered, in one building in Chicago, the headquarters staffs of sixteen independent organisations of officials. Although each organisation will remain independent, the occupation of joint headquarters will greatly simplify close co-operation between them.

This achievement has been made possible by the University of Chicago, which has provided the fine new offices with the aid of a grant from the Spelman Fund. While we are unable to count on such outside assistance on this side of the Atlantic, may we hope that N.A.L.G.O.'s new headquarters, when completed, will provide a home for the many allied associations of officers engaged in local administration, and will thus become, in fact, as well as in name, a real "Local Government House" in the heart of the Empire.

"Manchester Man's Counsellor"

This is the name of the latest of the many organisations formed to act as a focusing point for the hopes and grievances of ratepayers in their dealings with a local authority. A sub-committee of the Manchester Young Liberal Association, it has been created, in the words of its chairman, Mr. John van Loo, to "demonstrate the active sympathy and interest taken by a live, young, and radical organisation in social justice and better citizenship, and to wipe away many of the abuses and anomalies of our corporation." It proposes to seek to redress grievances by means of petitions, Press propaganda, and direct representation to the municipal department concerned.

The aim of developing better citizenship is one which every member of N.A.L.G.O. will approve. May we express the hope that in fostering it the committee will not act as a one-way street, but will combine its work of bringing the ratepayers' needs before the administrator with the reverse one of explaining the administrator's problems of the ratepayer. In that way it could encourage that mutual confidence, respect, and co-operation which is the secret of good government.

Editorial

WELCOME TO BLACKPOOL

BARELY will the ink on this page be dry before the representatives of the Association's hundred and two thousand members and six hundred branches will assemble at Blackpool for the 21st Annual Conference.

It is with acute disappointment that we have learned, on the eve of the gathering, that the Earl of Derby will be unable to open our proceedings. The Association was founded by Lancashire men, and the presence of Lancashire's lord-lieutenant, than whom there is, under the throne, no personage more popular in the North-West, to open so noteworthy a conference as this, would have given peculiar gratification to our members in the County Palatine. But a Royal Command must be obeyed, and Lord Derby, to our keen regret, will not be with us. In his place we welcome, in the Earl of Crawford and Balcarres, Premier Earl of Scotland, a man no less distinguished in another sphere. Lord Crawford also has had long association with Lancashire, first as M.P. for Chorley—in which capacity he held office in six Government departments and two Cabinets—and, more recently, as Chancellor of Manchester University. His high reputation and wide cultural interests will do honour to our Association.

By an apt coincidence conference will celebrate its majority in the town where it first assembled, for it was at Blackpool in 1918 that the first conference was held, though annual meetings of the Association under the old constitution had taken place since 1907.

The coming-of-age anniversary is enough in itself to make this conference a memorable one, and we know sufficient of the spirit of all those who have laboured so long and so arduously in preparation for it to say that their realisation of the place it will take in the Association's annals will be ample reward for all that they have done. They will, however, have the further satisfaction of knowing that this year's conference will also stand out as one of the most important ever held, on the score of the business transacted, the decisions taken, and the measure of progress which has been reported to it.

Seldom, if ever, has an annual report of the National Executive Council embraced so wide a range of work and recommendation on subjects of major importance. The Service Conditions Committee has made preparation, on a scale never attempted before, for a new movement towards the improvement of salaries and service conditions, and has brought within measurable distance of achievement the goal which conference set a year or two ago in the shape of the establishment of a complete system of Whitley Councils. The Law and Parliamentary Committee, after sitting through a sultry afternoon last summer to make its final efforts on superannuation, some weeks later saw the reward of years of effort in the passing of the new Act. The Education Committee has overhauled the scholarship system and formulated the principles for a comprehensive scheme of post-entry training.

The Special Activities Committee has found time, while dealing with its expanded and multifarious activities, to formulate the scheme which will control the trading facilities offered to the Association's members. The Publications and Public Relations Committee has achieved a development of the Journal on standards no longer unworthy of the Association, though by no means representing its final effort, and has, at the same time, instituted machinery on a large scale for handling the Association's relations with the public. It is safe to say that whatever quarrel any delegate may have with the Council's record or recommendations this year he cannot fairly accuse them either of sloth or of indifference to conference directions.

Neither the motions in the name of the Council nor those tabled by Branches or Districts call upon the Association to undertake any important departures in policy or activity, and the considered amendments to the Council's recommendations and motions betoken a watchfulness over method rather than any fundamental quarrel with the Council's aims. Method, strategy, tactics are, of course, important, and the issues raised by the amendments on the question of the Salaries Campaign, increased cost of living, and advertisements at salaries inadequate to the responsibilities indicated, should afford opportunity for vital and constructive debate.

It is impossible to notice all items. And while editorial comment must necessarily take its cue from the Council on matters which arise between conferences, it is no part of its function to pronounce, on the eve of the conference, upon matters which now await the arbitrament of N.A.L.G.O.'s sovereign assembly. We therefore conclude in expressing the hope that the conference of 1938 will exemplify that mutual respect and courtesy between floor and platform which, except on rare occasions, have prevailed in the past, and in reminding our readers that not the least important results of conference are the experiences their representatives will derive from their contacts with officers who are drawn from an infinite diversity of grades, professions, and environments, but who are united in aim and, above all, in the spirit and sense of fellowship.

"LOCAL GOVERNMENT SERVICE"

The Editor can accept no responsibility for opinions expressed by contributors or correspondents. Contributions for the July number, written or typed on one side of the paper only, must reach the Editor by June 17, and must be accompanied by the name and address of the author, not necessarily for publication.

All communications regarding advertisements should be addressed to A. Darby's Advertising Service, 24-26, Water Lane, London, E.C.4. Telegrams: Darbiads, Cent. London. Telephone: City 6686-7.

RATIONAL HIGHWAYS FOR TO-MORROW

By a COUNTY SURVEYOR

THE subject matter of this article has been chosen for the writer or probably he would not have been so bold as to choose it for himself. He is courageous who is prepared positively to forecast the future of the highway system of this or any other great industrial country. What the future may hold for highways is, indeed, the subject of acute controversy even at this moment, the Government being advised this way and that by the varying opinions and interests, and perhaps no one can do more than guess whose advice will eventually be accepted and how far such advice will eventually be implicated.

That, at least, the future of highways should be different from their present is the devout hope of all those who have to take part in any degree in the solution of present difficulties. Those who have written or thought on the subject are perhaps becoming a little tired of constantly reaffirming the deficiencies of the existing highway system, yet constant repetition is necessary until those deficiences are generally realised by the public.

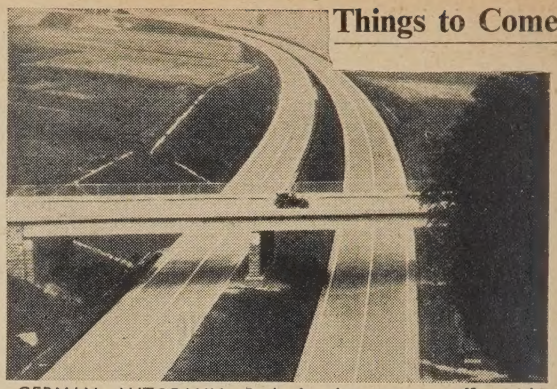
It is probably true that the average road user does not realise to anything like the same extent as the road maker the present inadequacy of our roads. He makes his

DEATH TRAPS—One of the narrow, humped-backed bridges, built for the leisurely traffic of over 150 years ago, now a menace on the modern highway

usual journeys at what he considers a reasonable speed and in reasonable comfort, he is seldom if ever involved in an accident, and may never even have seen a serious one. The road maker, on the other hand, by his study of his own subject, realises some part at least of the enormous loss by accumulation of small and large delays, due not only to positive congestion but to the necessity of using low average speeds on such a considerable proportion of the roads. He knows that the sum total of accidents, safe as the roads may appear to the casual observer, is an appalling one, and he feels that, given the opportunity, he could relieve the congestion, reduce delay to a minimum, and substantially reduce the accident roll.

What then are these deficiencies of which the student of roads and road transport complains? Let us consider what our present highway system was and to a large extent still is. In the great towns and built-up

Things to Come

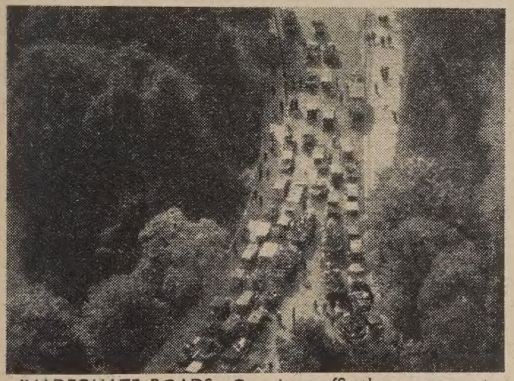


GERMAN AUTOBAHN—Built for fast motor traffic, with double carriageways, wide, open curves, and intersecting roads carried over on bridges

areas we have our residential streets which are virtually accommodation roads, and our greater thoroughfares which attempt to assume both functions; that is to say, to carry traffic which has no interest in the houses or shops built on their frontages but is going somewhere else, and to act as a parking place for transport which has arrived at its destination. Outside the built-up areas we have a complicated network of country lanes built originally to take local horse traffic travelling short distances and at a leisurely pace. Some of these roads have been widened and most have been greatly improved as regards their surface condition. In general, however, they are fundamentally the same roads as existed 150 years and more ago. On these roads mingle fast through motor passenger traffic, making its average of 40 miles per hour for 200 and 300 miles journeys, heavy commercial transport doing similar distances at a much slower pace, local passenger and commercial motor transport, pleasure traffic, cyclists and pedestrians, not to forget our old friend the horse, although his numbers are, to many people's regret, diminishing. While footpaths are provided in most towns, in the country areas it is still generally true to say that all these types of traffic use a single undivided pavement and use it for travel in either direction. Further, since all the roads are accommodation roads as well, they are frequently crossed by traffic assuming a direction at right angles to the general line of flow. Is there any wonder that such a system leads to congestion, delay, and to deaths and injuries? Wonder or not, the fact is that it certainly does so.

CONGESTION AND DELAY—At one of the many level crossings still left on our main roads

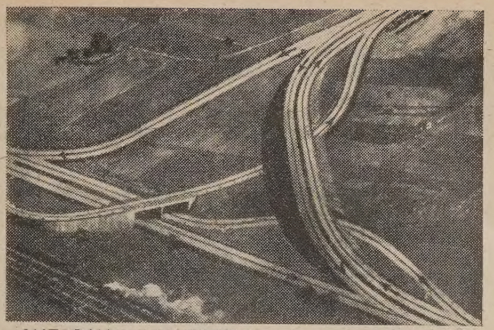
What attempts have been made to solve the problem ? The most interesting experiment, an experiment on a colossal scale, is of course, that being made in Germany at this moment. Logically enough, Herr Hitler appreciates the difference between the two functions of the ordinary public highway, its function as an accommodation road and as a means of transport in the true sense, its function as a road. He is building new roads which will be used as a means of transport alone. These "Autobahnen," or as we are calling them, "motorways," will connect all important towns in Germany by a direct route, they are to be reserved for motor vehicles exclusively, no access for any other purpose will be permitted, and they will be provided with two carriageways, one for travel in either direction. It is said that 8,000 miles or more of such roads are to be built and over 1,000 miles are already in use. German engineers say that, measured in relation to the traffic, accidents are only 14 per cent of those on ordinary public roads, and they expect further reductions when motorists have accustomed themselves to the new conditions. Slow as we in England have been to realise the essential



INADEQUATE ROADS—Carrying traffic they were never built to bear

difference between the nature of road transport to-day and that of yesterday, and the necessity for making special and new provision rather than in adapting the old, there is nevertheless a growing belief amongst students of the problem in this country, that, as the backbone of the new national system of highways, there must be in this country motorways on the German principle, whether modified to suit English conditions or not. These roads should be built to take the place of all existing roads which take a large volume of through long distance traffic, and should pass near enough to the towns en route to attract the traffic from those towns to them.

One part of the essential task of segregation of different classes of traffic would then have been accomplished, but in England the country is in parts so densely populated and the network of roads so vast that purely local traffic of considerable volume still has to be accommodated, and this task is an even greater one than that of providing adequate accommodation for long distance traffic. According to their importance and the possibilities, the segregation of various classes of traffic should still be carried out on existing roads on which the traffic is more local in character, by the method now



AUTOBAHN JUNCTION—Two main roads meet with no risk of congestion or collision

being adopted to some extent, under the recommendations of the Ministry of Transport. These recommendations involve the separation of opposing flows of traffic by the construction of dual carriageways, the placing of cyclists on separate tracks, and adequate provision for foot passengers. In towns this can seldom be done except by expensive replanning, and in many cases such replanning will no doubt be faced. An essential feature of the road planning of all built-up areas should be the provision of a ring road to reduce congestion in the centre to the minimum. May we hope, therefore, to see as the future of our national highway system a backbone of motor roads built on the dual carriageway system connecting all the larger centres of population and reserved exclusively for motor transport, a subsidiary system of major roads for semi-local purposes built with dual carriageways, cycle tracks, and dual footpaths, the encirclement of all large towns by a ring road usually of all-purpose type, and lastly a system of streets and minor roads from which all obvious defects of design such as acute corners, dangerous junctions, etc., have been removed as far as possible ?

Can more be done having regard to the nature of the problem ? Probably not, but this would be much, and since it is reasonable to expect an increase in motor traffic up to five or six times the present volume during the next twenty years or so, has not the time to act arrived already ?

A BRITISH EXAMPLE—Main road junction at Ilford

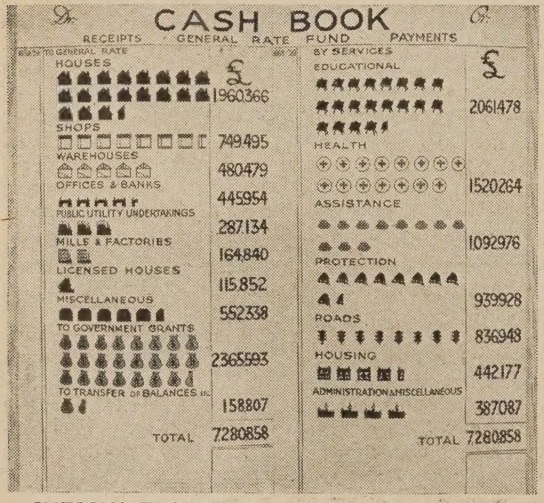
MANCHESTER TELLS THE WORLD

CIVIC SERVICES ON PARADE

BEAUTY UNDER SMOKY SKIES—A fine display by the Manchester Parks Department.

MANCHESTER has long been proud of its reputation as a leader of national thought and achievement. With the civic exhibition it staged last month, as part of its centenary year celebrations, it has worthily upheld that reputation. The exhibition was, without doubt, the most comprehensive, the most informative, and the most stimulating demonstration of civic achievement yet seen in this country. For the first time it gave the ratepayer a clear picture of the work of a great municipality, a concise yet detailed account of local government in action, a convincing demonstration of the claim that rates represent economical payment for services efficiently performed.

This last point was most effectively made by the City Treasurer's department, in an exhibit which might well serve as a model for all who attempt the difficult task of translating municipal finance into terms within the understanding of that important, but not usually mathematically minded, person, the average ratepayer. He was shown, in brilliantly conceived diagrams and models, the full story of his rates, how they are levied, on what they are spent. One, the "Civic Tree," was a skilfully designed pictorial representation of the enormous expansion of municipal services during the past century. Another, "Where the money goes," illustrated in fascinating tableau how much the occupier of a house rated at £20 pays each year for education, health, assistance, protection, roads, and housing. Administration, represented by a tiny official seated at a desk at the end of the line, gave convincing answer to those who attribute every rise in rates to the burden of an overpaid bureaucracy. A series of pictures, also to scale, showed the vast range of services given for to-day's 16s. rate compared with the meagre return from the 3s. rate of 1838. Most illuminating of all, perhaps, was the huge City's cash book, six or more feet square, showing pictorially where the rates come from and on what they are spent.



PICTORIAL FINANCE—How Rates are raised and spent.

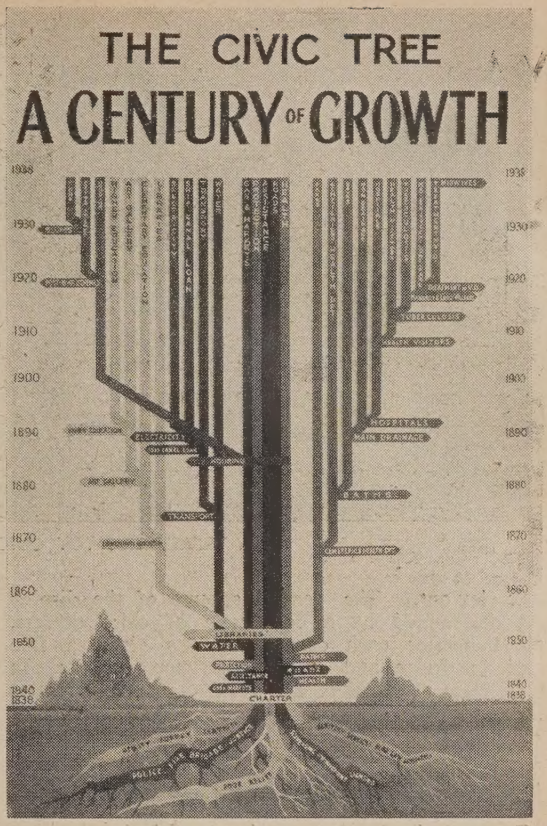
Having learned at this illuminating stand how and why his rates are levied, the ratepayer saw at the exhibits of other departments what he gets for them. Everywhere models, diagrams, pictures, explained the city's municipal activities in fascinating detail: he was shown the police radio net in operation; the working of the Fire Brigade; how to make a room gas-proof; the vast improvements made possible by modern science in lighting, heating, ventilation and cleansing. The Water Department described how the crystal streams of the Lake District, 70 miles away, are harnessed to give him fresh water and hydraulic power; the Transport Department illustrated progress from the old horse-

drawn bus to the up-to-date diesel coach and electric trolley-vehicle; the Education Department demonstrated how Manchester's schools are equipping his children to be worthy citizens of to-morrow. He saw, in a Chamber of Horrors not readily forgotten, evidence of the grim fight waged daily against dirt, disease and insect and animal pests, the constant battle by doctors, nurses and sanitary workers for better health. The Housing Department showed him how slums are being replaced by fine airy blocks of flats or houses in a country setting, the Parks Department how the brightness of grass and flowers is brought into his all too gloomy streets. The Town Clerk let him peep into the past and examine his forefathers' first Charter of 1301 and other signposts of his civic history. He was told, in displays more telling than volumes of words, how libraries and art galleries serve his cultural needs, how the Ship Canal converts his inland city into a prosperous port, how sewage is safely disposed of, and how the blind, the sick, the aged, and the unemployed are cared for and helped to happier life.

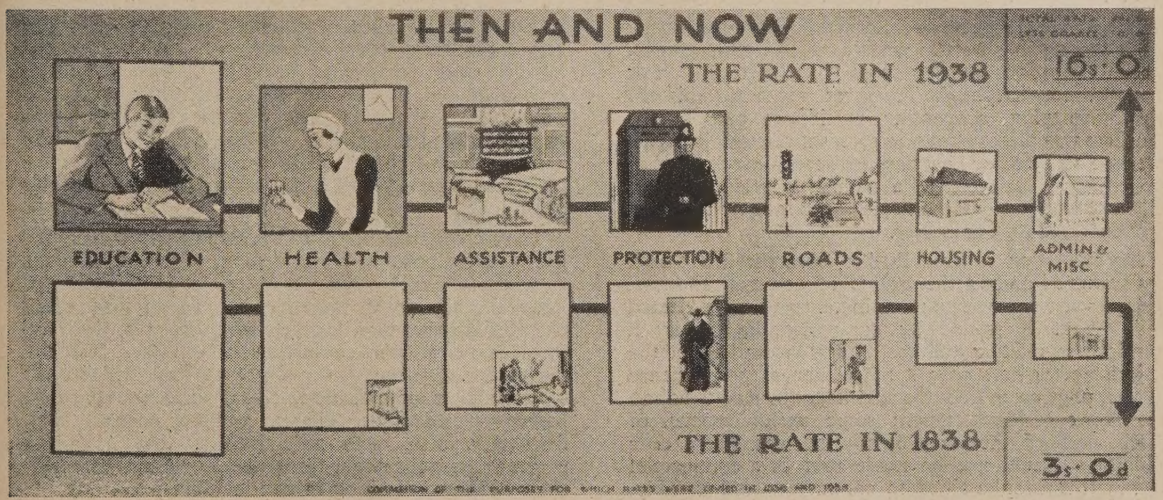
In these and many more exhibits too numerous to mention the ratepayer was shown his municipal administration, not as a grasping bureaucracy seeking ever to impose fresh burdens on him, but as a body of keen and public-spirited workers striving to enhance his comfort, happiness and well-being. All that has been said of local government in laudatory speeches was translated into visible evidence—with a result that surprised even those who had organised the exhibition. So great was its popularity that it had to be extended from one week to two, and in that period it was seen by more than 94,000 adults and 45,000 school-children.

Admission fees exceeded £1,000 and went a good way towards meeting the cost of the displays. In addition, some of the excellent films produced by the Manchester Film Society, as part of its plan for a cinematic record of the city's administration, were shown in a theatre adjoining the exhibition hall.

Of particular gratification to N.A.L.G.O. is the fact that this splendid exhibition was—apart from the fitting of the stands and the making of some of the more difficult models—entirely the work of local government officers. The City Architect's department designed the



100 YEARS OF ENTERPRISE—How Civic Services have expanded.



VALUE FOR MONEY—A convincing demonstration of civic progress.

A TREASURER'S TOY CUPBOARD, or Civics without Tears.

basic lay-out. The general scheme of the display was determined by a committee of chief officers, and thereafter each department was given a free hand to design and arrange its own exhibits. In many cases the bulk of the work was done by junior officers.

IPSWICH DISPLAY

On a smaller scale was the municipal exhibition arranged by Ipswich Corporation as part of the Ipswich and Suffolk Industries Exhibition, held from May 3 to 14. This display, while in many respects excellent, lacked the imagination, unified direction and skilful showmanship of Manchester's. Some individual stands—notably those of the gas, electricity, public cleansing, libraries and A.R.P. departments—were good, but the majority relied too much on static machinery and photographs, dull in themselves and failing to "tell a story." For example, the Borough Treasurer contented himself with displaying accounting machinery and books. Nowhere was any explanation given of the way in which rates are collected or how they are spent—surely one of the principal functions of a municipal exhibition, the object of which should be to show the ratepayer that he is given value for his money.

The exhibition suffered further from the fact that it was swamped among the stands of commercial firms, crying their wares with a more blatant and sophisticated skill. What it gained by comparison in dignity it sacrificed in relative dullness, and it is doubtful if the majority of visitors gave it more than a casual glance on their pilgrimage from the palmist to the Radio Robot. But the experiment taught some useful lessons, of which perhaps the most important was that a civic exhibition should not be made part of a commercial show. If it must be allied to commerce—and possibly, in smaller towns, the question of cost makes this imperative—let it be kept entirely separate, free from the distraction of competitive display.

HELP FOR EXHIBITION ORGANISERS

Work of the National Council for Health Education

Local authorities wishing to arrange exhibitions but lacking material for a big display might find the exhibition service of the Central Council for Health Education of value to them. This body has been acting as the central agency for local authorities' health propaganda for many years and is prepared to undertake the organisation of exhibitions.

While its displays deal with health services only they provide a valuable nucleus around which demonstrations of the work of other departments may be built. The health exhibition consists usually of exhibits arranged by the health department, national health associations and a limited number of reputable trade exhibitors whose products appear to the Medical Officer of Health to be suitable for inclusion. Each stand is attended by a demonstrator competent to explain to the public the local health services which are relevant to his particular exhibit.

The council usually makes the exhibition the basis for an extensive propaganda campaign, consisting of talks to clubs, societies, voluntary associations, the staffs of hospitals, big stores, factories, and so on throughout the district concerned, together with meetings which are presided over by local councillors and officials. Publicity material is distributed through every available channel —the schools organisation, clubs, societies, churches, Rotarians, hospitals, clinics, welfare centres, and, frequently, also, with milk bottles. The campaign generally lasts for about three weeks or a month before the exhibition, resulting in considerable public interest and good attendances.

TELLING THE CITIZEN OF TO-MORROW

ALL who desire to enhance the prestige of local government will join in congratulating Manchester Municipal Officers' Guild on its production of "Your City," a 56-page booklet outlining the growth and present scope of the City's municipal activities. The book, part of the Guild's contribution to the Manchester Centenary celebrations, is, without doubt, one of the best brief and popular expositions of a city's administration yet published in this country.

Written by members of the Guild, in co-operation with its Group for Research in Administration and Sociology, and edited by Mr. W. Barker, the book opens with a vivid description of the Manchester of 200 years ago, with its narrow mud-filled streets, its overcrowded insanitary houses, built of timber and clay, and its inhabitants, ravaged by smallpox and influenza, burning women at the stake, throwing children into prison for trivial offences, pelting the unfortunates in the stocks with stones and garbage. The uncontrolled growth of the city during the industrial revolution, when thousands of people lived in dark and verminous cellars, children were forced to work 19 hours a day in the mills, and "it became profitable to keep pauper babies alive until the age of four or five, when they could be put to work," is described in all its grim detail. We read that in 1844 the professional classes and gentry lived for an average of 38 years, shopkeepers 20 years and factory operatives only 17 years, while 570 out of every 1,000 babies born died before they were five.

After this gruesome picture of disease and squalor, relieved only by periodical riots, bull-baiting and cock-fighting, we read of the gradual development of effective civic government, beginning with the grant of the Charter in 1838. In striking contrast with the first chapter are the succeeding ones, describing how the city is governed to-day, the great services rendered by the Corporation in fighting disease and dirt, maintaining and improving health, educating the children, replacing slums with fine flats and houses, opening up crowded streets to light and air, ensuring pure food and water and ministering in many other ways to the comfort and well-being of the citizens.

The book is dedicated to the children of Manchester, and we can imagine few better means of stimulating civic consciousness and ambition among the citizens of the future. The Guild, at a cost of £100, printed 10,000 copies, of which 4,500—one for every teacher—were presented free to the Education Committee. So delighted was the Committee with the production that it promptly ordered a further 20,000 for distribution to children in senior schools. These are being supplied at cost price. The balance of 5,500 of the first edition are being offered to the public, also at cost price, and in the first week nearly 2,000 copies were sold.

Not satisfied with this magnificent achievement, the Guild has assumed responsibility for Episode 3 of the Manchester Centenary pageant. This episode will show the grant of the citizens' first Charter in 1301, and about 450 performers—250 men, 180 women and 20 children—will take part.

A RECORD YIELD?

The Last Round-Up for 1938 Conference Purses

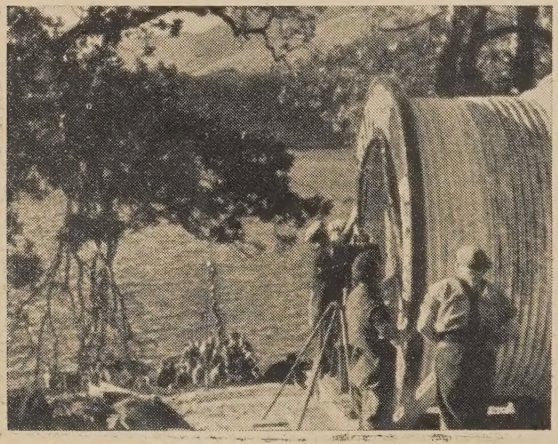
BRING YOUR WORK TO LIFE—ON THE SCREEN!

By JOHN GRIERSON

Mr. Grierson has won international fame as a producer of documentary films for the Empire Marketing Board, the Post Office, and many big industrial concerns.

SOME years ago I found myself involved in a series of social inquiries at the University of Chicago. We were anxious to discover what could be done to improve the dissemination of public information. Our facts pointed to the development of serious lags as between, say, the work of research stations and the practice of the producers for whose benefit the research was being carried on, as between the swiftly changing modern world and the curriculum of the schools that were providing the future generation of citizens. In nothing did this gap seem so serious as between Government organisations—both national and municipal—and the people on whose co-operation and understanding good government depended. We realised that the service of information represented by blue books and other factual hand-outs was inadequate to the purpose. People had little time for the assimilation of facts and only in their specialised fields had they the wit to interpret them. Media were wanted which would convey a sense of growth and by a process of common appreciation create an umbilical between the people and the government which was supposed to represent their will.

Our eyes lit accordingly on radio and the film as instruments which, if developed in the public service, might give us what our theory demanded. They were dramatic instruments and therefore very capable of describing what was alive and growing. Their complex mechanical powers enabled them to describe the complex facts of modern organisation as no medium had ever done before. They could convey the process and the hang and the character of a thing. They could crystallise public sentiment in favour of what was good and against what was bad. They could create loyalties. They could command the simultaneous attention of millions.



FAR-FLUNG SERVICES—Laying a telephone cable across a Highland loch. From a G.P.O. Film.

That was nearly fifteen years ago. The period between has been for some of us a long crusade to have the peculiar powers of the cinema publicly recognised and the medium more closely associated with the normal educational work of the public services. In this country we had considerable success when Sir Stephen Tallents espoused our theory and became its most distinguished exponent. The Empire Marketing Board was the first experimenting ground for the cinema as a principal instrument of public relations. Other countries have used it to convey information, but here, I think, was the first use of it as a sociological force which could create understanding between the people and the processes of government. The phrase so often used by the Empire Marketing Board—that its work was to *bring alive* the commerce, communications and researches of the Empire—went right to the heart of the problem. The new dissemination of information had to reflect growth and appeal to the sentiments: it had to be dramatic, or it failed.

Since then others have followed the E.M.B. in its affirmation of the special role of the cinema in establishing relations with the public. At the G.P.O.—again at the instigation of Sir Stephen Tallents—a large programme of films was undertaken to give the public a better sense of the skills, the efficiencies, and the sense of service which inspired the British public's largest national organisation. The film programme was ably supplemented by posters, exhibitions, and popular newspaper articles, and the campaign was spectacularly successful. The public attitude to the Post Office changed remarkably in the short period of a couple of years. As people learned a little more of what lay behind their letters and telephones their co-operation became patent.

An even more remarkable development took place, and it is of first-class interest to every student of public information. Art does not follow nature, but nature art, said Oscar Wilde. In this case, the more the Post Office organisation found itself in the public attention the more it aspired to earning it. Without any special words of exhortation, efficiencies increased enormously, and the progressive spirit which had begun to fly its flag at headquarters spread perceptibly throughout the country.

The part played by the film in this process was bound by its nature to be unique. It alone could present the living drama of the *Night Mail* and its service to the countryside or combine the far-flung elements which together, but not separately, make the drama of the *Weather Forecast*; and it is doubtful if in any other medium the monotonous process of letter-sorting could have been made interesting. Nor, except by film, could

BEHIND THE SCENES—Girls pasting the picture on the London Telephone Directory—from another G.P.O. Film.

the scattered audiences of Britain's one hundred and fifty thousand halls look behind the scenes at the Post Office and accept a considered interpretation of its work for the country.

The E.M.B. and the G.P.O. were the leaders in this development of the film, but to-day half a hundred national organisations are following the course. The Gas Light and Coke Company and the Gas Association, with more imagination than most, have seen how, by film, they can associate their work with national causes. For two years running they have made an outstanding documentary film on a national problem. In their *Nutrition Film* they articulated the findings of Sir John Orr and his scientific colleagues and gave a lead to health services all over the country. Last year they put the public in their debt by going into the problem of school accommodation. This year, more ambitious than ever, they are making the film which will celebrate the jubilee of London's county council. It will be the first considered film tribute to civic progress and to the men who have made it possible.

I might similarly describe the first tentative film efforts of the Ministries of Agriculture, Health, and Labour, of the Development Councils working with the Travel Association, of the Oil Companies, the P.L.A., the Millers' Mutual Association, and the Coal Utilization Council. All of them are creating a livelier contact with the public. There is especial significance in the recent formation of the Films of Scotland Committee and the production of Scottish films by which national and municipal organisations will describe their progress on the screen. Much has been done and is being done, but what I find most interesting is that the towns have lagged seriously behind the national departments and the big industries. On the positive side London is conscious enough of film possibilities to have provided full facilities for the jubilee film being made under the auspices of the gas industry. Dundee is providing finance for one of the national Scottish films and will add to its records a documentary film history of Dundee's industries. Glasgow has been having one or two 16 mm. films made of its civic services for showing at the Empire Exhibition. But considering all that the cinema might do to articulate in the public mind a sense of the services for which they are responsible and the success of which depends so much on their co-operation, the outlook of civic authorities throughout the country has been parochial and lacking in imagination. One can think of half a dozen services in London alone—Adult Education and Health especially—which would benefit from a more dramatic dissemination of information to the public. It seems a pity, too, that Manchester has not seized the opportunity provided by its centenary celebrations to make a record of its great civic history and provide its young generation for years to come with an inspiration to good citizenship.

1939 is a jubilee year for local government, but I wonder how many towns will use the educational opportunity it will provide? More than any body of men, municipal workers require a better understanding on the part of the people they serve, and perhaps their problem is very similar to the one we found at the Post Office. Their work is not particularly spectacular, and its disciplined virtues are liable to be overlooked. In the local and sometimes tedious details the purpose and the achievements which lie behind are liable to be missed. How much is done to counter the common thought that municipal government is just a matter of safe jobs for the lucky ones but otherwise a nuisance inclining to extravagance? The development of public organisation is one of the epic achievements of our time, yet what is done to articulate its romance? When I was at school no one told me what our councillors did or by what social plan my home town differed from a collection of huts in Zululand. The first vital terms of my citizenship were not taught me, and I doubt if the public education has gone much further since then.

Where media exist which can strike a living spark across the gap between the administration and the ordinary citizen it seems a pity not to use them. The citizen's life would be fuller if his local life were richer with loyalties. Much depends, too, on the civic eye and the warmth with which it gazes on its hospitals and its fire-engines, its waterworks and its schools—the rate of progress in health and housing and town planning, the efficiency of the various services, and the better recruitment of them—above all, the proper public use of them. The appreciation of work done and the inspiration to further effort depends on that civic eye, and it ought to be a principal task of local government to light it up. If we despair of the older generation there is no greater gift we can give the young than to make the terms of their local citizenship exciting.

BIG MONEY—Behind a Post-office counter.

SERVICES CRYING OUT FOR FILM TREATMENT

By SIR STEPHEN TALLENTS, K.C.M.G., C.B., C.M.G., C.B.E.

Sir Stephen Tallents, now Controller of Public Relations at the B.B.C., has played a leading part in the development of the documentary film, first as Secretary to the Empire Marketing Board and later as Public Relations Officer at the Post Office.

THE special display of Post Office films at the Piccadilly Theatre a few weeks ago proved decisively the wisdom of the department in enlisting for its own purposes the interpretative possibilities of cinema. There were some who went to the theatre that evening in a spirit of politeness to the Post Office, which had invited them, prepared to return its courtesy by a measure of perfunctory applause. But the clapping which greeted these films was genuine; and I doubt if anyone left the theatre without a conviction that the G.P.O. Film Unit, besides having entertained them excellently for a couple of hours, had achieved results not only of great value to the Post Office, but also of wide application to many other public services.

There is no doubt about the success—the triumphant success—of this Post Office excursion into cinema. The films which the G.P.O. Unit has made and shown to the public, partly through mobile projection units visiting different parts of the country, partly through the circulating film library which it maintains at the Imperial Institute, and partly on the screens of the theatres, have created among the public a widespread and sympathetic understanding of the work of the Post Office and of the facilities which it offers. That is one side of the achievement.

There is, however, another, equally valuable side. In a complex and scattered undertaking it is difficult for individual officers to realise vividly the whole machine in which they have to play their particular parts. These films have given the staff of the Post Office, as no other medium could have done, a wide-ranging view of their Department's impressive and complicated undertaking, and in so doing have demonstrated the honourable significance of its humblest component operations. Take *Tschierva Hut*, one of the films shown the other evening. It depicts, with much photographic beauty, the difficult conveyance of a telephone line over glaciers and precipices to an Alpine hut high in the mountains of Switzerland. But it also shows the telephone in that hut as another number added to the directory of the girls who, in the International Telephone Exchange by St. Paul's, control by day and night the oversea telephone traffic of the kingdom. And these Post Office films—*Cable Ship*, *Night Mail*, *Six-Thirty Collection*, and the rest—have done something more than that. By bringing dramatically before the public eye tasks of public service performed with anonymous skill and fidelity, they have given to a great body of men and women a new sense of dignity and of recognition.

HOW IT IS DONE—Weather recording at an airport, from the G.P.O. film "Weather Forecast."

Early in the days of the Film Unit, that began its life with the Empire Marketing Board and now works for the Post Office, one of its directors made a delightful film, which I can still see in my mind's eye, of the educational work undertaken by an enterprising local education authority. It was called *The New Generation*. That film gave me a clue which I have never forgotten. The great local government services of the country are crying out to be brought alive on the screen, to the great advantage both of the public, who little realise the quality and extent of the work thus performed at their charge and in their name, and also to the hundreds of thousands of men and women upon whom the successful conduct of those services depends. I am delighted to know that this possibility is now engaging the interest of the National Association of Local Government Officers. I congratulate them warmly on a new and imaginative approach, and I wish success to their enterprise. They start under good auspices. By common consent the one form of film production in which Britain is ahead of all other countries is that to which they must look for their purposes. Opportunities for showing good films of that type are growing week by week; and television may well come greatly to extend them. Above all, the work of local government in this country contains an inexhaustible supply of cinematic material. How much too little we outsiders at present know about it!

"SHOOTING" THE SERVICE

Croydon Branch Leads the way in Film Production

By NORMAN H. ROGERS.

TO-DAY the system, the value, and the usefulness of local government service is taken very much for granted; this is clearly shown by the national apathy at municipal election time. The work and efficiency of the local government officer is equally taken for granted, as witness the general lack of sympathy towards better remuneration, efforts towards a higher standard of recruitment, and the general enhancement of the service.

The public relations organisation seeks to educate the "man in the street" towards a more vivid realisation, and understanding of, and a more thoughtful attitude towards, local administration.

One of the most effective methods of attaining this object is the use of the film.

The film is convincing. It may be made more absorbing than a lecture, while just as informative. Local government, as a subject, can be very dry when dealt with in lecture or treatise, but on the screen it becomes vivid, alive, and interesting.

Films on local government are few, and it is in this direction that branches possessing active public relations correspondents and committees may materially assist in the national campaign. If each branch were to produce just one film, it would be possible to build up an unequalled film library on local government, the films in which, by steady circulation, would achieve one of the aims of the public relations programme.

The production of such a film involves three main tasks:

Preparation and organisation;

Production, upon which the success of the film depends; and

Distribution.

It will be essential to obtain technical advice and assistance. There are three sources for this:

A local film production society or amateur film group of the type found in many towns;

Local cinema proprietors, who often make a feature of local news-reels; and

A group of film production enthusiasts within the branch.

Croydon is fortunate in having a very go-ahead amateur film group with which the branch proposes to co-operate. The group will shoot the film and deal with the whole of the technical side, while the branch will provide the scenario, finance the project, and arrange for the "shots."

Having been assured of sound technical assistance, consideration should be given to the type of film, length, and cost. Croydon aims at producing a 16 mm. film to screen for twenty minutes, a conventional time for documentary films.

It will be made by the negative-positive process under which it is possible to make from the negative any number of copies in any of the recognised sizes—35 mm., used in commercial cinemas; 16 mm. suitable for the library, school or amateur projection; and 8 or 9·5 mm., used for drawing-room shows.

The cost of producing a negative, provided the whole film is shot in daylight and that no artificial lighting is needed, is estimated at approximately £7 10s. This figure is based on the assumption that the film is being produced by amateurs and that technicians, directors, and others engaged in production will not require fees.

A sound-track may be added, if desired, at a reasonable figure, though this is a highly technical proposition and should be left in the hands of firms which specialise in it. It is possible, however, to procure apparatus which will enable a commentator to give a running commentary by speaking into a microphone at the time of screening.

Before embarking on production a scenario-writer will have to decide upon the "story" of the film. He will have to bear in mind the "policy" governing the film. Is he to "cover" the local government "system"—the election of the councillor and the method by which the elected representative carries through his schemes; is he to show the value of the local government "services," such as water supply or public health work; or is he to emphasise the part played by the officer? Those are just three of many alternatives of "policy."

Should he make the film purely "documentary," or should he build a "story" requiring at least a few actors? Should it be a single film, or one of a series? These and many other suggestions will present themselves. In considering them the writer must remember that, above all, the film must hold his audience. Thus, before he begins his story he must survey his possible viewers—school-children, local government officers, ratepayers, and so on. Croydon is setting out to produce a film suitable for "universal" presentation.

The second aspect of preparation is merely that of routine arrangement—procuring the consent of the departments concerned for "shots" to be taken, and settling details of times for "shooting" and so on.

The third problem is that of distribution. In Croydon we hope to exhibit the film at the branch annual general meeting, to juniors and adults in public libraries, in schools, and to various local organisations, such as associations of ratepayers. The negative will eventually be passed to N.A.L.G.O., which will acquire the copyright.

WILL IT COME TO THIS?

"No,—she can't see the 'Doc,' we're shooting him!"

LET THE FILM PRESERVE CIVIC HISTORY

by

H. S. SHERWIN,

Lord Mayor's Secretary, Nottingham, and Founder and Librarian of the first and only Civic Film Library in Britain.

THE LORD MAYOR opens Nottingham Goose Fair, 1930—a scene from one of Mr. Sherwin's films

FOUR hundred years ago the State found it necessary to obtain a better record of the people in the Kingdom, and it became compulsory for parish churches to keep true registers of births, marriages, and deaths. Perhaps the time will soon come when by legal enactment all municipalities will be compelled to use the film for recording local developments and activities.

The value of this method of record cannot be over-estimated. In 1932 a commission of educationalists sat under the chairmanship of Sir Benjamin Gott to report on educational and cultural films and the services which the cinematograph might render to education and social progress. Mr. J. L. Holland, President-elect, was a member of this commission which, in its findings, stated: "the film is a new kind of document for record and research. All history (from the record of the rocks onwards) is ultimately derived from documents, and the most imaginative reconstruction of past events is judged by the test of documentary proofs. The documents to which the student is accustomed—statistics, agreements, 'deeds' of all kinds, tell him what was done and when and where *but very seldom how.*"

The report also stated: "the dramatic value to future generations of historical film records is more easily assumed than visualised. The student of to-day does not lament that the news-reel camera was absent from Runnymede when King John signed Magna Charta. He does not think of the Middle Ages in modern terms. But the British student of to-morrow will probably accept the film record of the Treaty of Locarno as a part of the established order—like his fellow of to-day."

The year 1928 saw the inauguration of the City of Nottingham film record library which I believe was the first, and is still the only one of its kind in the country. I was appointed honorary librarian by the Nottingham Corporation, and armed then with a Cine-Kodak (16 mm.) and 200 ft. of film, I set out to explore a new world.

The initial objective was the election of the first lord mayor of Nottingham. This had to be taken indoors and was not too bright a prospect for a fledgling, but a reasonably good record was made. Since then, all important events in this city's history have been recorded for posterity by means of the film, and in addition, records are made of city life as it is to-day. The progress of education, housing, transport, and the like is preserved. Standard size films, previously presented to the city by national film producers, have been reduced to 16 mm. size and placed in the library. Our records begin with the year 1920, when Dr. Macnamara opened the first lock in connection with the Trent navigation scheme to make Nottingham an "inland port."

Amongst the films made for the library, are the following which I name as being fairly representative of a varied collection:

Nottingham Goose Fair—1930.

The council house, Nottingham—its erection, 1926-9, and official opening in 1929 by the Prince of Wales.

Newstead Abbey, home of Byron—its handing over to the City of Nottingham—1931.

Launch of the City of Nottingham lifeboat, at Hythe—1930.

Proclamations of the Accession of H.M. King Edward VIII and of King George VI—1936.

Opening of the Carrington and Bulwell open air swimming pools, Nottingham—1937.

The history of the Nottingham corporation transport undertaking—film begun in 1930 and not yet completed.

Educational progress in Nottingham during the twentieth century—just begun.

In addition, many incidents in the life of the city's administration are filmed but are not immediately made into pictures, as they will prove far more useful as "ancient" shots in pictures to be made twenty years or so hence.

In Nottingham all important events are dealt with "from scene to screen" by the writer—taking, cutting, editing, titling, and so on to the finished reels—and whether the picture is 2,000 ft. or 200 ft. it is most fascinating work. Nowadays, colour film is used in the main.

To intending enthusiasts I would suggest that the picture should be a carefully-worked-out—if summarised—record of an event. Its entertainment value to the present generation is of secondary importance. This may necessitate assistance with the camera work; on important occasions I have had as many as five cameras at work in various parts of the city.

The permanence of the completed film is a matter of primary concern. Fred Ott, a laboratory assistant, sneezed in Edison's laboratory in 1889, was photographed doing it, and thus made the first "moving picture," but that is not so long ago, comparatively. Time has yet to prove the durability of the film texture as made to-day. My own films, which are carefully examined periodically, show no signs of age yet, but if they did, copies would be made at once. The main factors for keeping them fit appear to be a cool, even temperature and an occasional run through the projector, for which excellent opportunities are afforded by civic functions such as balls and dances.

From my experience in Nottingham, a yearly sum of £25 is an average for the cost of all films and maintenance of apparatus. Each individual year may vary according to the sequences of its important events, but the figure I have mentioned amply covers the expenses of a Civic film record library in a city of nearly 300,000 inhabitants.

Science is rapidly advancing in this new medium, and I eagerly await the appearance on the market of a practical and compact "talkie" camera apparatus in the 16 mm. (non-inflammable) size. I am sure it will not be a long time coming, but until then, as now, I must be "silent."

CONFERENCE FILM SHOW

Delegates to Conference this month will see the first public display of films devoted to local government to be held in this country. It is hoped that the programme will include:

Sewage, 16 mm. silent, produced by the Manchester Film Society.

Slum Clearance, 8 mm. silent, produced by G. H. Hesketh of the Town Clerk's Office, Liverpool.

The Water Cycle, 9.5 mm. silent, produced by F. W. Allen of the Bolton Sewage Department.

School Medical Services in Edinburgh, 16 mm. silent, produced by the Edinburgh Education Department.

Maternity and Child Welfare Services in Lanarkshire, 16 mm. silent, produced by Public Health Department, Lanarkshire.

Darlington Health Services, 16 mm. silent, in colour, produced by the Darlington Amateur Cine Society under the direction of Dr. G. A. Dawson, M.O.H.

The Way to Health, 16 mm. silent, produced by T. Pearson, of the Public Health Department, for Lancashire C.C.

Our Friend the Dustman, 16 mm. sound, produced by the "Town and County Councillor."

Smoke Menace, 16 mm. sound, produced by John Grierson and John Taylor for the Gas Industry.

READERS' FORUM

A.R.P. or R.I.P.

What is the Officer to do?

The reversion of policy that has resulted in a panic rush to prepare air-raid precaution schemes has set me a problem, for I am a Local Government officer with some remnants of a conscience. Should I cling to my pacifism and refuse to take part in the scheme my council is preparing, or am I in duty bound, as their employee, to assist? I cannot divide my loyalty between them, for no man can be efficient at a task which is directly opposed to his conscience.

Although I know that most of the creative effort of mankind has been brought about by forcible assertion, I am not convinced that civilisation as we know it cannot continue without the exercise of brute force. If I am wrong, the sooner we drift back into barbarism the better, for a world is badly organised in which one man's comfort is maintained at the expense of another's, and if force will always be necessary it will be better for us to develop the savage qualities of our ancestors. In their day every man had at least an opportunity to give blow for blow. But I cannot believe that force is desirable nor that it will always be necessary. The moron who tells me that "there will always be wars because there always *have been* wars" irritates me as much as the fellow who says that human nature is unchangeable. There has always been cancer, but we are striving to prevent it. There was always malaria, but we found a cure. The world was always flat until somebody sailed round it, and the stars never moved in their courses until Galileo pushed them. As for human nature, it changes daily. It has changed considerably on this question of brute force. We no longer live in caves with a club handy at the entrance, nor carry swords, nor have link boys to escort us home. The bully is no longer admired except among his own kind, and the "he-man" who flexes his muscles and sneers at intellect is in these days an object of contempt mingled with pity.

We have advanced sufficiently to combine against aggression, by means of police and armies. Surely it is only another step towards a universal police force and security for all? There was a time when men lived alone and attacked every stranger. Later they formed tribes and developed codes of conduct. Those tribes have now grown into nations, and even nations themselves have combined into empires. Surely this is proof that human nature has changed?

The next essential change in human nature is a belief in the fundamental unity of mankind, and the burying of national animosity. The English-speaking peoples are all welded into two great commonwealths—our own and the United States. Hitler, whatever one may think of his ideology, is creating a vast Germania. China is showing that in a crisis the Chinese are united. The amalgamation of areas so common to local government is taking place on a larger scale throughout the world, and it is not fantastic to predict a world commonwealth.

Until this ideal is achieved I must take the world as I find it. I find it divided into hostile camps, and I am in one of those camps which may be invaded without warning. No amount of passive pacifism on my part can remedy matters. However much I fear and loathe the possibility of being involved in a war I cannot overlook the fact that it *is* a possibility and that I *shall* be involved. I was caught up in the last war when I was much too young to know what it was all about. I can remember how much I feared and hated it, and how little my feelings influenced anybody. If another comes I shall be caught up in the same way, whatever views I hold. It will most certainly be an aerial war and invading bombers will not discriminate between me and the fellow who shares opposite views to mine. A bomb will not rebound from a conscience nor be diverted by the "Golden Rule."

PLEASE BE CONCISE

Once again we have to apologise to many readers whose letters have been held over.

May we again urge contributors to keep their letters as concise as possible?

This month's prize of 10s. 6d. for the best letter goes to "J. H. J."

There are some things a man dislikes but which he can still square with his conscience. I'd hate to harm a chicken, but I'd cheerfully boil an egg. I concede the right of a cockroach to live, but I wouldn't let one live in my house. I object to corporal punishment, but I'd punish my son if he struck his mother. And I'd flay the young rip if he struck me! I am not cruel if I muzzle a vicious dog, nor am I throwing in my lot with the war-mongers if I take precautions against the fate they are preparing for me.

After all, I think I shall volunteer for service in my council's air-raid-precaution scheme, for I know that at the first warning of a raid I shall dive for the nearest gas mask. I cannot believe that the local town clerk who is so enthusiastic about air-raid wardens, the surveyor who designs stretcher stations, and the fire brigade chief who boasts that he isn't afraid of incendiary bombs, really hope to put their schemes to the test. They are as human as I and love life just as dearly. They and I are local government officers in the service of the community. We owe allegiance to the government that has ordered the preparation of these schemes, and if we refuse to do anything to protect the public against air raids, who *will* do so? The public will suffer if we neglect to take precautions, and the public includes my own family—and me.

In the circumstances I can help without too much strain on my conscience, for I still have this consolation—until my lips are sealed by a gas mask I can preach against warfare as a means of settling national disputes. I can persuade my neighbours and they can tell others, and if we all talk long enough and loud enough the echo will be heard in every corner of the world. J. H. J.

Creating War Mentality?

Air-raid precautions are not primarily for defence, but a means of conscripting the population in a most subtle way. The Government knows that the average citizen will not submit to obvious conscription, and so he is "invited" to co-operate for the "protection" of his family in air-attack, and thus, unwittingly, he becomes part of the military machine.

Surely the objection to air-raid precautions is that they develop a war mentality and even precipitate war, for precautions (like armaments) bring with them the fear of war, the psychological effect of which is to cause the disaster they attempt to avoid, for they give rise to the belief in the inevitability of war.

If the same energy and expenditure were devoted to constructive peace work, not only would war become less likely but the civil population would be really effectively protected and we should be true "public servants," not only to our locality or nation, but to the universal brotherhood of man. As a suggestion, there exists at the present time the Van Zeeland Report which contains concrete ideas for the removal of the causes of war, and if adopted would prevent the need of "defences" and "precautions."

HAROLD FITCHETT.
ELIZABETH S. ADAMS.
ERIC T. READ.

Education Offices,
Borough of Leyton.

The Only Precaution

Madrid, Shanghai and Barcelona prove that there is no real protection from aerial attack.

John Citizen, whatever his nationality, asks only to be allowed to go his way in peace. And yet the brains, energy and wealth of the nations continue to be poured into armaments and precautions—armaments for defence we are told, although the politicians never lose an opportunity of stating that we are prepared to "fulfil our obligations" under this, that, or the other covenant.

How can any man give of his best when night and day, in all he does and thinks, he is overshadowed by the ghastly fear of war; a fear that the most elaborate precautions can never dispel? There is only one rational precaution to take, and that is to do what little we may to ensure that there shall not be another war.

G. W. R. SAMUELS.
Borough Treasurer's Office, Nuneaton.

The Only Solution

"D. H. B.'s" critics in the April and May numbers certainly tend to show the futility of the A.R.P. schemes. The enormous divergence in the views of these two "experts" on the amount of concrete required to stop the same type of high-explosive bomb shows the "Alice-in-Wonderland" world in which these "realists" dwell.

In 1917, four tons of high explosive bombs were dropped on London, killing 46, wounding 123, and causing damage amounting to £250,000. In view of the tremendous strides made in this devilish business, it is not unreasonable to expect raids by fleets of, say 250 aeroplanes, each capable of carrying two tons of bombs. Two such raids could, on the basis even of the 1917 figures, easily kill more than 10,000, wound 30,000, and do damage amounting to over £50,000,000. A bomb containing one hundredweight of high explosive could wreck a building eight stories high or destroy an entire street of houses 100 yards long. One half-ton bomb would wreck everything within a quarter of a mile circle. This is not taking into consideration the horrors of the incendiary bomb which starts fires unquenchable by water.

When will people realise the truth of Lord Baldwin's statement that "the bombing 'plane will always get through. The only defence is to kill more men, women and children more quickly than the enemy."

To talk of defence in terms of 2s. 9d. gas masks, brown-papered cracks, and boarded windows is sheer folly. The only solution is constructive peace-making, on the lines of economic appeasement.

J. E. N.

Beckenham.

UNFAIR PRESS COMMENT

A National Campaign?

The unfair newspaper criticism of all things municipal to which you referred in your February editorial invariably emanates from the "business element." To such people, profit is the only standard, expenditure on social services or unproductive undertaking, wilful waste. This is merely the local expression of a campaign which has national backing and reaches its highest pitch in budget criticisms in Parliament.

To these people expenditure is synonymous with extravagance (armament allocations always excepted), and the inference is that our business men could make a much better job of running corporations than do the present executives.

Cheap municipal services excite not appreciation but envy, and these people seek to detract from municipal enterprise by seizing upon isolated cases and magnifying their importance until an atmosphere of suspicion of the local authority and all it stands for is created. Presumably they hope to persuade a disinterested electorate to transfer their undertakings into private hands so that private capital may have a fruitful and monopolistic field of investment and operation.

The propaganda carries with it the suggestion that local government officials are lazy, overpaid, and incompetent. The indignation we all feel at witnessing such outbursts, to which we are often unable to reply, should not blind us to the fact that the real objective is the undermining of the reliance which the public invariably places in its servants, both paid and unpaid.

Newspapers which commend their respective local authorities deserve our appreciation. The interest they seek to arouse will do much to counteract the campaign to which I have referred. The present tendency to publish explanatory booklets about municipal activities gives public-spirited papers the opportunity to do good work in a sphere which is of vital interest to us, and it is our duty to support it and to see that our Public Relations Officer is informed when examples of genuine interest or biased comment appear in the papers.

"MALDEKSTRULO."

Darlington.

SALARIES AND PROSPECTS

Cost of Qualification

I have followed with interest the correspondence on salaries and prospects. One point seems to have been overlooked, or ignored, by both "Aut disce, aut discede" and Mr. J. B. Halliwell.

The former writes complacently about professional examinations, the latter about correspondence courses. Both, apparently, fail to realise that the preparation for a professional qualification is a comparatively costly business. I say "comparatively" because I have in mind the junior officer to whom qualifications are necessary if he wishes to gain promotion.

A vicious circle is apparent. To obtain a higher salary the officer has to get a better appointment; to get a better appointment he usually has to have some professional qualification; to get that qualification he must have money to prepare for it.

Mr. Halliwell sees the solution in Whitley Councils, but whatever their success may be the junior officer's salary will always be comparatively small. I consider that some scheme whereby such officers could obtain financial assistance in respect of examination preparation would be a more practical solution.

E. G. A. HILLESLEY.

Gillingham, Kent.

Not a Marriageable Wage

Your camouflaged correspondent, "Aut disce, aut discede," condemns the lack of initiative of Mr. Berrisford, whose letter appeared in the February number. His grounds for this are not clear; what authority has he for this accusation? Secondly, he observes that Mr. Berrisford's salary is presumably commensurate with the nature of his present post. Suppose that this is correct, as under a proper grading scheme it would be—though £100 per annum does not lead one to suppose that the job is much more than addressing envelopes—Mr. Berrisford's *main* complaint is that at 32 he would reach the dizzy heights of £4 per week. Is this an adequate salary at such an age? How is he to marry on it without experiencing real poverty?

The salary conditions described by Mr. Berrisford are not ideal. In my opinion his complaint is perfectly justified, and Mr. Berrisford deserves credit for the moderate tone of his letter.

A. S. JONES.

Liverpool.

FILLING OF VACANCIES

How to Stop Abuses

"Anxious" and "Square Deal" have the moral support of a great number of fellow members. The following describes briefly the policy for filling vacancies which appears to prevail:

Departmental chiefs, as a rule, have an obsession for one particular examination;

Persons having qualifications in this particular examination but no experience of the work are appointed, either by internal promotion or from similar authorities, whilst men with experience and good records are ignored; and

Personal likes and dislikes of chief officers are allowed to affect the staff, particularly when questions of promotion are raised.

In most commercial firms with large staffs, and in the London County Council, it is, I believe, the practice to appoint a staff manager to look after the welfare of all members of the staff, and I submit that this is the only practical method of ridding local government of these vicious practices.

"NOTANIMTA."

Battersea.

SATURDAY MORNINGS "OFF"

Comparison with Commercial World

I am a little surprised that no reference has yet been made in your columns to the question of officers being freed from duty on Saturdays. Many business houses do not open on Saturdays, as the managers think it entails work of preparation that does not warrant bringing in their staffs from long distances to perform duties for a few hours only. A short morning does not allow sufficient time to complete or accomplish important work.

I realise that local government offices cannot be closed in this way, but many officers think that a free Saturday could be granted once a month, if taken in turn by individuals. A whole day spent in gardening, decorating the home, or visiting friends would be greatly appreciated by many. My neighbour is at home every Saturday, and I often feel disgruntled at having to spend two hours of preparation and travel to do three hours' work.

The plan, if adopted, would also be compensation for any overtime that is worked during the week at busy periods.

Some councils insist on members of their staffs being at the office on the Saturday before their annual holidays, which does not seem equitable, especially if one is undertaking a lengthy journey. Conditions are improving in the business world to-day, and Corporations must realise that they must fall into line.

"MODERN."

Surrey.

JUNIORS' SALARIES

A National Problem

In the May number you gave particulars of Plymouth's revised junior salary scales. May I point out that the full benefit of this scheme will not be felt by the entire junior staff. It is only new entrants who will profit.

It is true that the increased increments affect them all, but it must be borne in

mind that a great many juniors receive salaries entirely out of keeping with their age and experience, and increased increments do not entirely meet their needs, as would an age-to-salary scheme.

For an experienced clerk of around 25 years of age to receive less than 50s. a week—and this is common in Plymouth—is a social injustice that should be tackled as firmly as was the superannuation problem, and N.A.L.G.O. is the only association that can do this.

N. A. B.

Plymouth.

" UNDERDOGS " AGAIN

Divided Loyalties

" No man can serve two masters " is as true to-day as ever, and the incumbence of dual loyalties on some of our representatives is not merely peculiar, it is paradoxical. It must be recognised that higher officials and departmental chiefs have their responsibilities, and economical administration is not the least of these, so, given equal status in membership, let alone as representatives and subordinates, which of their loyalties is most incumbent on them ?

J. H. Warren contends that this position of clashing loyalties can be obviated by means of branch councils, etc., but this is more theoretical than actual, and when he says that the big man can buttress his standards by maintaining those of the little man, well, we just smile. There is no doubt that locally the system of representation is badly in need of overhaul, and, with all due respect to our honorary officials, this kind of representation is as ineffectual as the December sun.

What is needed is representation by officials independent of the departmental economic weapon—even if this means higher contributions—and fearless, with undivided loyalty, and immunity from the " big stick."

In the field of municipal employment it is impossible to measure service by the yardstick of economic utility, so it is only by comparisons that a fair and equitable remuneration can be arrived at, and when one looks around and sees the anomalous state of affairs that exists to-day, it is obvious that only by such fearless representation can some semblance of equality and justice be attained.

Failing action on these or similar lines, the blight of apathy which has already descended on the rank and file will be intensified, and will ultimately lead to wholesale recessions. Even the stoutest of pillars are of no avail without a foundation.

" FORENSIS STREPITUS."

Sheffield.

Executive Selected by Secret Ballot

Being myself neither an " underdog " nor a " comfortable," but what may be termed a " middleman," I may be able to see both sides of this question without bias.

In fairness to " Underdog," I think many members will admit that in certain cases there exists the " quasi-monopoly of older members, who are elected year in, year out " to represent them on the executive committees. Such monopoly is more apparent when the representatives are chief clerks in small departments. For years, perhaps, they have virtually elected and re-elected themselves, owing, maybe, to the apathy of the other members of the department or to the fact that these others have the uncomfortable alternative of either electing the senior member or running the risk of getting in his " bad books."

I belong to a large department where there is perfect fairness in electing the executive committee. The usual circular is received from the branch secretary, inquiries are made for those willing to stand for election, and a form of ballot paper is duplicated and a copy issued to each member. Having voted, the member places his folded paper in an improvised ballot box without anyone knowing for whom he has voted.

I suggest to chief officers of small departments that, no matter how much their colleagues may appear to approve their re-election, they should find other candidates and hold a secret ballot. This will satisfy the youthful member that the seats on the committee are not monopolised by a particular class of officer, and will assure the senior that he has not taken advantage of his higher position.

F. C. COTGREAVE.

Chester.

" Be a Real Trade Union "

The bulk of N.A.L.G.O.'s membership is made up of the younger, lower-paid employees, who join under the delusion that it is a trade union. They soon lose interest in the Association when they discover that it is a conservative body and can give them no lead on the political questions of the day. It is futile to say that N.A.L.G.O. should stand aloof from politics, when every member from town clerk to junior is of the working class, and should be keenly interested in the representation of that class in the governing body.

Mr. Warren talks of disintegrating N.A.L.G.O. by a class-war, but surely he must realise that N.A.L.G.O. can represent only *one* class.

It is time that the leadership was stirred from its complacent, easy-going attitude towards the ordinary member. This can be done by the younger members pressing for representation on branch executives and district committees, and by more democratic control of the local branch officials through quarterly or even more frequent branch meetings at which members may discuss local questions and have a voice in determining policy.

If, as Mr. Warren stated, a principle adopted in the founding of N.A.L.G.O. was " each for all and all for each," is it not logical that we should join forces with other sections of workers in the country ? Let us cut out N.A.L.G.O.'s simpering vanities of " professional conduct," " position of trust," and so on, and be a real trade union.

W. M. M.

Glasgow.

SUPERANNUATION

Some Juniors Excluded

The Superannuation Act has been passed but the problem is not out of the way, as stated by " Honours Graduate " in the May issue.

What about the office juniors who have been transferred to the manual " assistants " grade and paid hourly—with an increase of hours to 47—as has just been done in a certain London Municipal Electricity Department ? By this move these juniors are taken out of the benefits of the Act. The " assistants " grade covers ages from 14 to 21.

" FAIR PLAY."

THE WOMAN WORKER

Not a Cause of Unemployment

As a woman member (voluntary) of various Government committees working over a period of twenty-five years on unemployment problems, may I ask " Wide-Awake " a few questions ? Are women getting out the coal, forging the steel, and making the machine tools with which our typewriters and adding machines are made ?

Did the jobs which these " trippers up to offices " fill exist twenty years ago ? We now have industries which inventors and scientists working together have created for men *and* women.

According to the statistics of the new industries thus in being, and the increase in population, there are fewer women working in what might be termed " woman's work " than ten years ago. Cleaning of all kinds is now done by men operating machines.

The Pilgrim Trust recently sent trained investigators to visit a thousand homes in different areas where men had been unemployed over a number of years. Their findings, published in a book called " Men Without Work," established the fact that it is boy and youth labour which is ousting the men over thirty.

MAY CHEAL.

London.

Anomalies in Grades

It is only knocking one's head against a brick wall for any woman to expect equal pay for equal work in the local government service, but there is no reason why women should not have a square deal.

In Glasgow the third-grade male clerk attains a salary as high as that paid in the principal class of the females' grade, which does not seem right. He gets a lump added as service increments, which brings up his total to the same maximum—£240. Service increments for all, from the highest downwards, would prevent such anomalies in the grades.

" FAIRPLAY."

Glasgow.

Inequitable " Equality "

Lady Simon's suggestion that men should assist women to be placed on the same monetary basis as themselves, and help to secure free competition for responsible posts, is a request which very few organisations would entertain. If, however, the ladies agitate sufficiently they might persuade local authorities to fall in with their suggestion. But why apply the principle to local government alone ? Why not apply it universally ?

When one considers that a single woman would receive the same salary as a married man, and a married woman would receive money both from her husband and a local authority, the inequity of the principle at once makes itself manifest.

If a woman is able to enter the labour

field without prejudice (if such prejudice exists) as to sex, the liability of a man to provide for a wife should, in the majority of cases, be redundant. Therefore, the application of the law in respect of a married man's liability would need readjusting, and the ultimate result might remove what advantage the female has over the male at present. L.W.

Chester.

"NOT PLAYING THE GAME"

A Call to Non-Members

I read with interest your comment "Not Playing the Game" in the May number, and deplore the fact that there are still many persons in the service eligible for membership of N.A.L.G.O. who are still outside its ranks, although familiar with its aims, objects, and doings. They are not only depriving themselves of the best conditions of service but are a stumbling block in the way of those members who have been willing to sacrifice their little bit for the benefit of all and have joined N.A.L.G.O. All should remember that it is only by unity and strength that good service conditions can be obtained. Until 100% membership of N.A.L.G.O. is attained the Association's ideal cannot be reached.

"PUBLIC SERVICE."

Keeping N.A.L.G.O. Up to Scratch

Among its list of ambitions N.A.L.G.O. includes the attainment of 100% membership. Such an ambition is, of course, both chimerical and impracticable. What student gains 100% in his examinations? What barrister has 100% of successful cases? What regiment can claim 100% efficiency?

I am unable to appreciate the proselytising zeal with which the odd percentage are exhorted to come in out of the cold. It could reasonably be argued that the N.A.L.G.O. fold already presents a healthy and tranquil scene with its slumbering 90 or so per cent. And one is moved to ask whether it is incumbent on any shepherd, professional or lay, to risk his neck in some ravine in search of a few wanderers.

Is there not a grave danger that 100% instead of spelling progress, may spell stagnation? Those irritating fellows who defy the best efforts of our propagandists are actually — if unconsciously — doing N.A.L.G.O. a signal service. By creating the ever-receding goal they are toning up the entire organisation and keeping it at concert—if not convert—pitch. But if the law of probability should be suspended, and the highest hopes of the enthusiasts realised, what will be the result? It will be one of two things: either our executives will relax into ineffectiveness, knowing they have achieved their Mecca, or, overrating the moral strength of a maximum membership, they will precipitate us into certain ill-advised and fantastic schemes.

So let us spare a smile and a kindly word for the non-members who co-operate, though passively and negatively, in steering the organisation along the safe middle course, that avoids the whirlpool of unproductive contentment on the one hand, and the rock of ill-considered ambition on the other.

H. RICHARDS.

Liverpool.

FROM MY BOOKSHELF

By Jonas Praps

Other Countries

THE writer of **"Tropic Fever,"** L. Szekely (Hamilton, 10s. 6d.) is a Hungarian and in the words of the sub-title recounts "the adventures of a planter in Sumatra." He has spent a large part of his life among the natives and seen a modern town rise where swamp and marshland existed. It is a strange and enthralling story he has to tell and he succeeds in creating the atmosphere of the tropics. He has many exciting experiences in his dealings with Malays and Javans and, at best, the surroundings were far from healthy in any sense.

In a few words one can explain that **"Airman Lost in Africa"** (Muller, 15s.) recounts the search for the missing airman Carl Nauer, but the book must be read in order to appreciate to the full the difficulties of the fruitless search made by Carel Birkley and his companion, and of the courage and endurance needed for their task.

"There is no Return" (Cresset Press, 8s. 6d.) is the record by Philip Jordan of some fourteen journeys in different parts of the globe. The author is a journalist, or, correspondent I think he prefers to be called. He starts and ends with a Spanish adventure wherein he has many experiences of Spain at war: other adventures are in the air. The charm of the book is his free and easy style of writing and the graphic descriptions of the ordinary people he meets by the way.

It would, I think, be difficult to find a more intimate picture of life in Hollywood than **"Hollywood Through the Back Door"** (Bles, 10s. 6d.). E. Nils Holstius, the author, decides to find out something of its lime-light-free life before presenting his credentials as a scenario writer to the Film Magnates. Under an assumed name he enters San Francisco in a tramp steamer and lives and works in the underworld: his experiences are varied and are freely described. If you can stick the American lingo you will find the book interesting, portraying a life the underside of which is usually shaded by the glamour of the "stars."

E. R. Hughes edits a little volume which should help towards an appreciation of China in view of the present struggle with Japan. It is entitled **"China, Body and Soul"** (Secker, 3s.). There are chapters by Binyon, Laski, Sir Arthur Salter and others on Art, Democracy, Narcotics and China's new unity. An excellent epitome of China to-day.

Biography

Biographies figure prominently in recent publications: most of them interesting. One is announced as "the autobiography of Compton Mackenzie's wife" and you are led to wonder which is the more important. There is a lot about husband and wife in **"As Much as I Dare: the Autobiography of Faith Compton Mackenzie"** (Collins, 12s. 6d.). It is quite an easily-written personal narrative of her early days, but deals more fully with the literary associates of her husband and family than with herself: the writer takes the reader thoroughly into her confidence.

Many of my readers will have read the "Clubfoot" yarns of Valentine Williams and will be interested to know something of the life of the author, particularly as he has had a very diverse career. His autobiography is entitled **"The World of Action"** (Hamilton, 12s. 6d.). He has had a long journalistic career, as foreign correspondent and war correspondent and seen active war service as well. His autobiography is, perhaps, not so enthralling as the "Clubfoot" series, but it is an excellent, well-written, picture of his life of service in journalistic, diplomatic and other circles.

"Jonathan Wild: Prince of Robbers," by Frederick J. Lyons (Joseph, 15s.) tells an entirely different story. The contemporary print which appears as frontispiece is entitled "Jonathan Wild, thief-taker general of Great Britain and Ireland." Thief-taker seems to be capable of being read in two ways: in his earlier days of robbery he covered up his own wrong doings by assisting in the capture of other robbers and living in a manner which deceived many. Mr. Lyons helps us to visualise the early years of the 18th century and Wild's career until his execution, 1725.

Recreative Reading

I have space only for a reference to one or two novels. This is the day of club recommendations more or less partisan in character or commercial in intent, but speaking generally The Crime Club books are good thrillers. R. Penny's **"The Lucky Policeman"** (Collins, 7s. 6d.) gives us a mystery in two bodies found in the New Forest. The story is as clever in design as the jacket—a penny showing in profile a policeman's head.

"Whirlpool," by David Lampson (Scribner's, 7s. 6d.), is a mystery of quite a different stamp. It is an American story of a man wrongfully condemned to death for the murder of his brother. The author himself was in this unfortunate position in respect to his wife, and the book is not only a moving study in psychology, but an indictment of the baneful effect of small town gossip.

Those who like a quiet story of family life should read **"The Running of the Deer,"** by Dan Wickenden (Dent, 7s. 6d.). It is a first novel by a young American writer and is an excellent character study, recounting how the even tenor of the family life is upset by certain happenings at Christmas.

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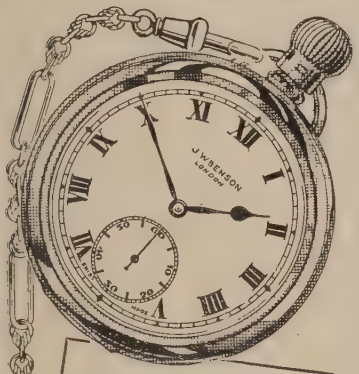

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AT RANDOM

By "HYPERION"

Real democracy is impossible without public opinion. And in our system the difficulty is not, as we so often say, that public opinion is not enlightened. The difficulty is that public opinion does not exist. There is literally no such thing. Opinion means a view of the world; and a view of the world means an income.—George Bernard Shaw.

"More Howlers."

What is the Soviet?

The Soviet is what the middle classes call their napkin.

* * *

Correct the Following: "The toast was drank in silence."

Answer: "The toast was eat in silence."

* * *

An etching is a ticklish feeling.

* * *

The office of the gastric juice is in the stomach.

* * *

Brevities.

Nothing so needs reforming as other people's habits.

Mark Twain.

* * *

Youth is a blunder, manhood a struggle, old age a regret.

Disraeli.

* * *

Then and Now.

19th Century: Since the customs of society have awarded to man the privilege of making the first advance toward matrimony, it is the safest and happiest way for woman to leave the matter entirely in his hands. . . (*Mrs. Farrar*)

20th Century: If you haven't any contacts, put your hat right on and go out and start making them. . . (*Miss Hillis*)

* * *

Elections.

An old lady was asked for which of two candidates she proposed to vote at the forthcoming election.

"Well," she replied, "I went to hear Mr. Brown speak last night and I went to hear Mr. Smith speak the night before last, and all I can say is—Thank Heaven they *both* can't get in!"

* * *

Local Government in the Past.

We had great expectations of a trial at the other court between ye Ld. Norris and Broome Whorwood, about their quarrel in the Town Hall at the election of ye Town Clerk. Broome brought an action of battery against my Ld. for beateing him, and my Ld. an action of *scandalum magnatum* against Broome for calleing him yong fool. But the Bp. of Oxford interposeing spoild the sport and made up the matter between them; for in truth ye Ld. Norris first began the quarrel, and called Broome old fool before he called him yong fool; and beside it was reather hypothetically than categorically sayd, for my Ld. calleing him old fool, he replyed, "If I am an old fool you are a yong fool," and therefore I thinke his Lordeship did very wisely to submitt it to the Bps. arbitration.

Humphrey Prideaux (A.D. 1682)

RIGHT FROM THE KEY-BOARD
A Straight Talk to Dictators

I might as well inform you that
I've come to a decision;
No longer will I tolerate
This tyrannous position.

You ring for me at half-past nine,
When you know it takes an hour
At least, for me to do my perm;
Then, when I'm late, you glower.

Yet if you chance to see me when
I've just removed my hat,
Your lip curls up as if to say
"My goodness, look at that!

And if I want to file my nails,
As soon as I've begun,
I have to give it up again—
You want some letters done!

You never seem to think I need
Some time for recreation,
To tell the other girls about
My new Paris creation.

And all about the picture that
I saw the other night,
And Mary Smith's new boy-friend who
Appears a perfect fright.

And then, from time to time, I have
To think of my complexion,
And paint my lips, and ponder if
My eyebrows need correction.
Of course I need refreshment now
And then—a cup of tea.
In fact I can't devote much time
To typing, don't you see.
If you've any urgent letters I
Might manage one or two,
Or even three. But after that,
I've other things to do.

"JASON."

* * *

WITHOUT COMMENT

Market Harborough Urban District Council

Applications are invited for the appointment of a COMMITTEE AND GENERAL CLERK in the Clerk's Department at a salary of £130 per annum, rising by two annual increments of £10 to a maximum of £150 per annum.

Applicants must have had previous experience in the Office of a Clerk of a Local Authority, be capable of drafting Minutes and Reports, be proficient shorthand-typists, and be familiar with the general work of a Clerk's Department.

The appointment is designated for the purposes of superannuation and the successful Candidate will be required to pass a medical examination.

For Men Only.

"Seldom have men spent so much money improving their appearance as they are spending to-day. Some even have special perfume—leather and tweed—which they use behind the ears to make women admire them."

News item.

* * *

Ripe Vintage.

Beverley Nichols was complaining, one evening at a London club, about the inadequate water supply in the village where he used to live. "At times," he declared, "I myself have to send a mile away to get water from a neighbouring stream, as the only water I do get is some that filters through into my wine cellar from the adjacent cemetery."

"I can't see what you've to complain about in that," retorted E. V. Lucas. "Surely there must be plenty of body in it!"

* * *

Public Health Query.

Another man came to me about potato ground or something of the sort; and on going away he said he would have come in earlier, only he had been sitting longer than he meant with a neighbour who was ill. It was a case of scarlet fever, and I said something about infection. But he said he did not hold with that. "What I want to know, be this—the very first person as ever had the scarlet fever, who did he catch it from?"

From "Small Talk of Wreyland,"
by Cecil Torr.

* * *

The Gentle Art of Making Enemies.

"Gentlemen, if my love for you equalled my ignorance of everything about you, it would be boundless."—(*William IV, in reply to a deputation of freemasons, who came to offer their loyal obedience.*)

JUNE COMPETITION.

A first prize of **£1 1s. 0d.** and a second prize of **10/6** are offered for the best replies—or extracts therefrom—from a Borough Treasurer to the following letter from a ratepayer. Entries must not exeed 200 words and must reach the Editor, LOCAL GOVERNMENT SERVICE, by first post on Monday, June 20.

Sir,—Some few months ago, much against my desire, you extended the boundary of your borough to enclose the land upon which my house stands. To-day you present me with a peremptorily-worded demand for £20, being—so you inform me—the sum I am expected to pay in rates for the services with which you provide me.

I would, however, point out that I neither enjoy nor desire any of those services. My water is obtained from a separate authority, to which I pay water rate. I do not use your electricity, your gas nor your drains, having, while still the happy inhabitant of a rural parish, installed my own electricity generating plant and cesspool. The road outside my house I made up at my own expense, and I pay heavily, in the form of motor and petrol taxes, for my use of other roads. I could not make use of your municipal transport even did I wish to do so, since your nearest tramway route is one and a half miles from my house. I have no children, obtain medical treatment from my own doctor, and subscribe to a library, and therefore make no call upon your maternity, child welfare, hospital, educational or library services. My gardener disposes of the whole of my domestic refuse. I have never entered your public baths nor your park, obtaining such swimming, golf and other recreation as I need at my club. I have arranged that, after my death, my body shall be cremated, and I shall, therefore, make no call upon the space in your municipal cemetery. I consider your town hall an eyesore, your museum a monstrosity, and your art gallery a menace to public taste. For such minor municipal facilities as I enjoy while in your town I already pay handsomely in the rates on my business premises. In these circumstances I shall be obliged if you will inform me upon what grounds you regard me as called upon to pay the sum you have so unpolitely demanded of me.

Yours faithfully,
AMOS CRABAPPLE.

* * *

The Food Problem.

i have noticed
that when
chickens quit
quarrelling over their
food they often
find that there is
enough for all of them
i wonder if
it might not
be the same way
with the
human race

From "Archy's Life of Mehitabel," by Don Marquis.

* * *

It's not Cricket.

"*Had Hitler and Mussolini been cricketers, I do not think we should have had all this trouble that is going on in Europe to-day.*"
—**Sir Francis Lacey, for twenty-five years secretary to the M.C.C.**

* * *

Making Amends.

The following correction is said to have appeared in an American newspaper:

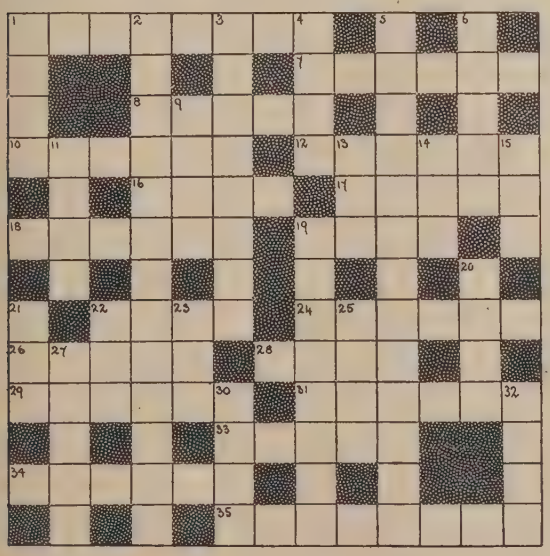
"Our paper announced last week that Mr. John Smith was a defective in the local police force. This, of course, was a typographical error, and should have read —Mr. John Smith was a detective in the local police farce."

* * *

Answer to Correspondent:

"*Horoscope*" (Tooting).—The powerful configuration of Mercury and Uranus, in conjunction with the sextile position of the planet Venus and the fact that the Dragon's Tail is approaching Gemini, convinces me that you will have an excellent chance of changing your status of temporary-permanent officer in the near future. June is a particularly favourable month for you. But don't speculate, and remember to change your collar at least twice a week. Orange, light green and grey should produce restful vibration, and your lucky stones are rubies, garnets, and carbuncles.

A.R.P.
Mrs. Fitz-nuthin says you'll have to fit her face mask again, as she's had her face lifted!



"L.G.S." CROSSWORD No. 5

ACROSS.

1. Recent Conference town (8).
7. Fit to eat (6).
8. Singularly possessive (5).
10. A broken thread (6).
12. He would sell his tail reversed (6).
16. Sore if upset (4).
17. Concord (5).
18. "—— of mists and mellow fruitfulness"—Keats (6).
19. After deduction (4).
22. Apportion (4).
24. Biblical character (6).
26. Speedily (5).
28. European capital (4).
29. Rubbish. In a pigsty, too! (6).
31. He is in the R.E. (6).
33. Giraffe-like animal (5).
34. Proverbially safe and sound (6).
35. Tendency (8).

DOWN.

1. A superior prefix (4).
2. Perceive torts (anag.) (13).
3. Testimony. (8).
4. This is what you want (4).
5. This main sport (anag.) (13).
6. Nimble (5).
9. Great man, nothing more than a pronoun (4).
11. A monkey begins at the top (4).
13. Bitter herb (3).
14. Mixed in 35 Across (3).
15. A Cinque port (3).
19. Heraldic term (8).
20. A simple expanse of water (4).
21. The friend of 25 down (3).
22. This tress is stuffed (3).
23. Golfing term (3).
25. Hit your backward friends? (4).
27. They go out to sea (5).
30. A case of succession (4).
32. Trick that is sure to upset (4).

May Solution

P	A	R	K	A	T	T	E	N	D	A	N	T		
U	■	E	■	L	■	Y	■	O	■	M	■	R		
B	A	C	U	P	■	P	O	T	A	B	L	E		
L	■	O	■	H	■	I	■	I	■	E	■	A		
I	N	R	O	A	D	S	■	C	A	R	D	S		
C	■	D	■	■	■	T	■	E	■	■	■	U		
L	E	S	S	O	N	■	E	D	I	T	O	R		
I	■	■	■	P	■	A	■	■	■	A	■	E		
B	E	F	I	T	■	L	A	C	O	N	I	C		
R	■	R	■	I	■	K	■	A	■	G	■	H		
A	R	I	Z	O	N	A	■	C	L	I	V	E		
R	■	A	■	N	■	L	■	H	■	E	■	S		
Y	O	R	K	S	H	I	R	E	G	R	I	T		

Competition Result

"IF I WERE PRESIDENT"

MEMBERS of the National Executive Council may breathe freely. This competition failed to disclose any outstanding rival as candidate for the presidency, nor did it reveal any disturbing degree of iconoclasm or revolutionary ardour among the rank and file. Unless the critics deliberately withheld their fire, preferring to reserve it for Blackpool, it would appear that the council's policy is generally approved.

Nevertheless, one or two interesting suggestions emerged. Mr. Leslie Brook, of Bristol, wants to compel all members of the Association to contribute to the Benevolent and Orphan Fund. Mr. T. E. Pearson, of Middlesbrough, complains that the Association works too slowly, and urges a more active drive for better salaries.

Mr. George Hannah, of Leicester, would start a movement for kindness to ratepayers—a policy deserving of commendation as part of the Association's public relations campaign. "Whilst it is true," his president declares, "that the majority of local government officers are courteous, obliging, and considerate, neither can it be concealed that in our ranks there is that very small minority which seeks to treat the ratepayer as some inferior animal, despite the fact that it is that very animal which supplies the finance. The remedy, in my opinion, lies in some special code of professional conduct, to be observed by all officers, rigidly enforced by all chief officers, and having the approbation and full support of N.A.L.G.O. By this means our ranks would be cleansed of something which is tantamount to a cancer, and, in addition, N.A.L.G.O. would undoubtedly be in a much better position to put forward the legitimate claims of the officer."

HAVE YOU BOOKED FOR CROYDE OR CAYTON?

At the time of going to press there were vacancies at the Holiday Centres for the following periods only:

Croyde Bay—June 4-11
Aug. 27-Sept. 3
Sept. 17-Oct. 1

Cayton Bay—June 11-18
Aug. 27-Sept. 3
Sept. 10-Oct. 1

Mr. A. Findlay, of Glasgow, is alarmed by the present demand, inspired by rising national and local expenditure, for an examination of "the efficiency of the whole local government service," and calls for protection for the officer. Mr. W. E. T. Mattingley, of Didcot, joins with Mr. E. C. Coleman, of Battersea, in demanding a powerful campaign for 100 per cent membership. "Interest must be awakened at all costs," writes the first, "apathy turned into energy to fight for the cause. Until this is achieved the rate of progress will continue to be only a fraction of the possible." The second also sees strength in unity: "It is to our mutual benefit that all officers should form a united front. Only by pulling together shall we achieve our hopes and ambitions."

We award the prizes to the following:

FIRST PRIZE.

Mr. L. Raddon, of Nailsea, Somerset.

". . . I should like to see a very much larger part played by the younger section, both in the contribution of thought and on national and branch councils. And for this purpose I should like to see more systematic and carefully planned action by those in higher places to encourage and guide the formation of opinion among our younger members, and also the provision of more satisfactory means of expressing that opinion than we have at present.

"It seems to me that effective power in the branch executives is virtually the prerogative of the older members and that there is little serious attempt to ascertain the feeling of the bulk of the rank and file. This seems true also of the N.E.C., and the almost farcical method of election only aggravates the tendency. To be asked to vote (as many are) for a person one has neither seen nor heard, and about whose opinions one knows nothing, is not encouraging to thought and interest.

"It should be the rule, I think, for N.E.C. representatives to speak at the annual branch meetings, and for candidates, through the branch executives, to acquaint members of their views and outlook. . . ."

SECOND PRIZE.

Mr. A. C. Fairhurst, of Bolton.

". . . and turning now to representation on councils. Education committees co-opt members of their teaching staffs on their committees and thus the staffs are assured of faithful presentation of their demands. Most councils have members who represent the unions to which their workmen contribute, and so a great proportion of the corporation's servants are directly represented on the councils.

"But the professional classes—i.e., members of N.A.L.G.O.—do not enjoy this privilege. If a local branch wishes to have a case presented to its town council it must first supplicate that council for an interview, and, should this be granted, the employees' advocate cannot remain while the council deliberates the question under consideration.

"Thus, though N.A.L.G.O.'s advocate may influence, to an extent, the council's course of action, it is probable that, if he could stay in the council during the debate on his plea, his influence would be even greater, by reason of his ability to correct erroneous impressions and statements.

"I therefore think the time has arrived when we should urge that each branch of N.A.L.G.O. should have a member co-opted on its local council, a plan which has been found in many vast industrial concerns to promote a better understanding between employers and employees."

NALGO BUILDING SOCIETY.
Free Advertising Service.

ALVASTON (Derby).—Freehold semi-det. modern (1930) residence, 3 bed., 2 recep., kitchen, bath, etc., large garden, garage space, good condition, R.V. £18, £585, or near offer.—Alton, Maple Drive, Alvaston, Derby.

HEREFORD.—Det. modern freehold bungalow, 7 rooms, all conveniences, 2 miles centre town, select quarter, on main bus route, space garage, large garden, vacant possession, £700, let at 22s. 6d. per week plus rates.—A. J. Pocknell, 8, Breinton Avenue, Hereford.

ILFORD (Essex).—Semi-det. freehold residence, 3 bed., 2 recep., large bathroom, kitchen, etc., brick garage, large garden, close to new tube and bus services, £975.—2, Beechwood Gardens, Ilford.

OLDHAM (Lancs).—Modern (built 4 years) leasehold residence, 2 bed., 2 recep., tiled bath, usual offices, all modern conveniences, £400, chief rent £2 15s.—6, Erith Road, off Cranbrook Street, Oldham.

WILL CONFERENCE BE LIKE THIS?

Morning Session

Afternoon Session

Evening Session

DAD, we must have a garden now!

Tommy's right! A flat, ideal perhaps for a newly-married couple, becomes a prison when children are growing, clamouring for space and air to run and play. As your children develop, your thoughts turn naturally to a house and garden of your own—a house in which Tommy can have a room for his toys, a garden where he can fly his plane, secure from the dangers of the streets.

"But can we afford it?" you ask.

Of course you can. Through N.A.L.G.O. you can buy your house more cheaply than you now rent your landlord's flat—and the house will always be yours.

Advances at 4½% and 4¼%—in approved cases, 100% advanced.

Nalgo Building Society, 24, Abingdon Street, S.W.1

HEADQUARTERS ANNOUNCEMENTS

N.A.L.G.O., 24, Abingdon St., Westminster, S.W.1. *Telephone :* **WHItehall 9351.** *Telegrams :* **Natassoc, Parl., London.**

General Secretary : L. Hill.
Deputy General Secretary, Legal Secretary and Insurance Secretary : J. Simonds, M.A., Barrister-at-Law.
Accountant : H. G. Baker.
Organizing Secretary : J. B. Swinden.
Education Secretary : H. Slater, B.Sc. (Econ.), F.C.I.S.
Special Activities Secretary : H. Wright.
Public Relations Officer : A. Spoor.
Divisional Secretaries :
Metropolitan and Eastern : T. M. Kershaw, 24, Abingdon Street, S.W.1 ; WHItehall 9351.
North-Western and North Wales : Haden Corser, 2, Mount Street, Manchester, 2 ; Blackfriars 7668.
North-Eastern and Yorkshire : W. Cecil Wood, 12, East Parade, Leeds, 1 ; Leeds 24861.
East Midland, West Midland and South Wales : J. E. N. Davis, Prudential Buildings, St. Philip's Place, Birmingham, 3 ; Central 1836.
South-Eastern, Southern and South-Western ; F. Thomas, Room 60, Somerset House, Reading : Reading 3880.
Scottish : J. M. Mortimer, 67, West Nile Street, Glasgow, C.1 ; Douglas 404.

IMPORTANT DATES

June 4.—First day of Conference.
June 6.—Second day of Conference.
June 24.—Renewal premiums due on "Nalgo" Household Insurance comprehensive bonus policies.

COST OF LIVING

The average percentage increase in the cost-of-living index over the July 1914 level for each of the past six months is :

December 60	March 56
January 59	April 54
February 57	May 56

The percentage increases for the past three months in each of the five groups on which the index figure is based are :

	Mar.	Apr.	May
Food	40	37	39
Rent	59	59	60
Clothing	110	110	110
Fuel and Light	85	85	85
Other items	75	75	75

HEADQUARTERS AND BRANCHES

The following circulars have been sent to branch officers :

April 21

49/GEN/38 (To each district committee secretary.)
Regarding the election of the National Executive Council.

April 25

46/SA/38 (To "Beano" contact officers and branch secretaries.)
Concerning the publication and distribution of the 1938 number of "Beano."
47/GEN/38 (To each branch secretary.)
Enclosing form for notification of alterations in membership between February 1 and April 30, 1938.
50/PR/38 (To each branch secretary and public relations correspondent.)
Announcing a meeting of public relations correspondents during the annual Conference at Blackpool.
51/BO/38 (To each branch secretary.)
(*a*) Suggesting ways of augmenting the Benevolent and Orphan fund.
(*b*) Concerning life membership.
(*c*) Concerning the rate of monthly contribution.
52/SA/38 (To each branch secretary.)
(*a*) Regarding the Association's continental holidays, cargo boat holidays, and accommodation at the holiday centres and at Cefn-y-Mynach Private Hotel.
(*b*) In connection with Boots' Booklovers' library service.

April 27

54/LOG/38 (To each local correspondent of Logomia.)
Enclosing copies of two circulars prepared for distribution to members.

April 28

45/NPS/38 (To each local correspondent of the Provident Society.)
Enclosing papers for use at the annual general meeting, 1938.

May 2

53/NPS/38 (To each local correspondent of the Provident Society.)
Giving information relating to the Hospital and Nursing Home Scheme and enclosing a specimen copy of a leaflet.

May 4

56/BO/38 (To each branch secretary.)
Enclosing the envelope to be used at the Benevolent and Orphan fund purse session at the annual Conference, 1938, and giving information relating to the session.
58/GEN/38 (To each branch secretary.)
Enclosing voting papers for the election of honorary officers for the year 1938-9, and the determination of the venue of the annual conference, 1939.

May 6

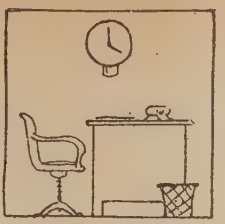
57/AS/38 (To each local correspondent of the Approved Society.)
Enclosing various papers for use in connection with the annual general meeting of the Approved Society, Blackpool, 1938.

You can win a holiday by selling "BEANO"

Six magnificent free holidays
a fair chance for every member
"Beano" 1938 is better than ever
ideal for friends, cousins, aunts
get full details from your branch

HELP YOUR OWN BENEVOLENT AND ORPHAN FUND

SALARIES and SERVICE CONDITIONS



SALARIES

Newport, Mon., has adopted a new salaries scale. The old probationers' scale, £32 10s.—£46 5s., has been abolished and the following now operate:

MALES

	A	£45 10s. ×	£13 0s.	(4)—	£ 97 10s.
	B	£110 10s. ×	13 0s.	(2)—	136 10s.
	C	149 10s. ×	13 0s.	(4)—	201 10s.
	D	208 0s. ×	13 0s.	(3)—	247 0s.
	E	247 0s. ×	13 0s.	(2)—	273 0s.
	F	286 0s. ×	13 0s.	(2)—	312 0s.
	G	312 0s. ×	13 0s.	(2)—	338 0s.
	H	351 0s. ×	13 0s.	(2)—	377 0s.
Class	I	390 0s. ×	13 0s.	(2)—	416 0s.
	II	442 0s. ×	16 5s.	(2)—	474 0s.
	III	474 10s. ×	16 5s.	(2)—	507 0s.
	IV	Special consideration by Committee.			

FEMALES

F1	£39 × 13 (1) 6 10s. (4)—£78
F2	£91 × 13 (2)—£117
F3	£130 × 13 (2)—£156
F4	Supervisory and Special Posts £169 × 13 (1)—£182
F5	Special consideration where circumstances warrant.

Newport T.C. appointed a special salaries committee. A sub-committee interviewed all those officers receiving over £148.

The results of the investigation are contained in a 44-page report which sets out the grade and designation of each officer. The report states: "The committee considers it has in some degree met the representations made by the local branch of N.A.L.G.O."

At the present time there is no joint staffing committee at Newport, but the direct contact with the staff during the recent investigation seems to indicate that in the future the town council may desire to adopt some permanent form of staff representation when dealing with officers' salaries and conditions of service.

Stretford.—Increases have been granted to individual officers of the Electricity Board under the Whitley council scales, and the board has accepted membership of the council for Lancashire and Cheshire.

Anglesey.—The county council has adopted the following scales of salaries for its clerical staff to operate from April 1, 1938:

Grade 1. Junior clerks: £39—£104 at end of 6 years at about age 22.

Grade 2. Senior clerks: £117—£156 at end of 4 years at about age 26.

Grade 3. Chief departmental clerks: £170 × £10—£250 (special responsibility to be considered).

Burnley, Colne, and Nelson joint transport committee has adopted a grading scheme for officers submitted by the Lancashire and Cheshire Whitley council.

West Lancs.—On the application of the Association, the wages of the hospital porter at the Isolation Hospital, Aughton, were increased to £3 5s. 0d.

Wigan.—The chief clerk of the public assistance department has been placed in Grade A of the corporation's salary scales (£280—£340) and the assistant collector, of the same department, has been granted £10 clothing allowance. A clerk in the gas department has been placed in Grade B (supplementary), £205—£220; the salary of a master of a Wigan institution has been increased from £120 to £130, and that of the matron from £85 to £90.

Atherton.—The salary of the assistant surveyor will be increased to £320 from July 1, 1938.

Leigh.—Compensation for services to the fire brigade was awarded to an officer of the Golborne R.D.C.

Dudley.—Following an interview with the divisional secretary at which the council were asked to re-consider the salaries of all officials from chiefs to juniors, and to adopt a grading scheme, the council approved scales of salaries based upon those of the Lancashire and Cheshire provincial council, and increased the salaries of a number of chief and other officers above those grades.

Blaina.—The divisional secretary met the finance committee which promised to consider the application to revise salaries.

Mountain Ash.—A deputation applied for improved scales, and as a result a sub-committee was appointed to meet the divisional secretary.

Whitehaven.—The following scales were adopted by the council in April:

MALES

Juniors: £40 × 10 (2), 15, 20 (2)—£115 (first 6 months' service on probation at £30)
General: £120 × 12½ (4), 10—£180
Clerical: A. £180 × 10—£210
B. £215 × 12½—£240
Professional, Tech., and Admin.:
A. £215 × 15—£260
B. £255 × 15—£300
C. £300 × 20 (2), 10—£350

FEMALES

Pupils (Library Dept.): £26 × 13—£65
Juniors: £31 4s. (at age 16) × 7 16s. (2), 10 8s., 14 6s. (2)—£85 16s. (at age 21)
General: £91 × 5 12s., 7 16s. (3)—£130
Clerical: £135 4s. × 10 8s. (2)—£156
Professional, Tech., and Admin.:
A. £180 × 10—£200
B. £200 × 10—£220

Seaham U.D.C.—The divisional secretary accompanied by representatives of the local branch, interviewed the finance committee in connection with an application for a revision of the existing salaries scales.

West Riding Mental Hospital Board.—The salary of the matron of the Wakefield Hospital has been reviewed, following representations submitted jointly by the Association and the College of Nursing.

SUPERANNUATION.

Mold U.D.C. has adopted the Local Government and other Officers' Superannuation Act, 1922, and been admitted to the Flintshire C.C. scheme.

Clitheroe R.D.C. has adopted the 1922 Act as from June 1, 1938.

Blackburn has adopted the 1922 Act from April 1, 1938.

The following authorities have adopted the 1922 Act and have been admitted to the Lichfield combination scheme as from dates shown:

		Designated Posts	
		Officers	Servants
Tamworth	1.4.38	14	37
Brownhills U.D.C. ...	1.10.38	17	—
Coseley U.D.C.		26	63
Kidsgrove U.D.C.	1.4.38	11	32
Stone U.D.C.	1.4.38	13	5
Tettenhall U.D.C. ...	1.4.38	9	—
Uttoxeter U.D.C. ...	1.4.38	13	27
Wednesfield U.D.C. ...	1.6.38	11	—
Willenhall U.D.C. ...	1.4.38	23	96
Seisdon R.D.C.	1.4.38	9	—
Stafford R.D.C.			
Stone R.D.C.	1.4.38	12	—
Tamworth Sewage Disposal Joint Committee ...		2	3
Tamworth Waterworks Joint Committee ...	1.4.38		
Uttoxeter Joint Burial Committee		1	—

Pembroke and Peterborough have adopted the Act from July 1, 1938, and October 1, 1938, respectively.

SERVICE CONDITIONS.

Bury.—An application for an increase to 12 working days annual holiday has been granted.

Doncaster Corporation has agreed to a uniform closing time on Saturdays which will prove beneficial to the staffs of certain departments.

Durham C. C. has now approved a registration scheme, under the Local Government Act, 1929. The Association was invited to submit observations, and, in consultation with the Durham branch of the Registrars' Association, certain alterations were suggested and some of these have been found acceptable. The scheme now awaits the approval of the Minister of Health.

South Shields. A proposal to establish a local joint committee has been submitted and preliminary discussions have taken place between representatives of the corporation and the Association.

Tees-side Railless Traction Board has agreed to apply the 1922 Superannuation Act to the members of the staff.

Tynemouth Council decided to close its offices at noon on Saturdays and has approved the following system of graded holidays for officers:

Less than 6 months' service	6 working days
6 months—10 years, or below Grade C ..	12 "
10-12 years, or on Grade C	14 "
12-15 years, or on Grade D	16 "
15 years or over, or on Grade E	18 "

The scheme does not apply to chief officials and their deputies, nor to members of the Institution and Children's Home staffs.

N.A.L.G.O. CONTINENTAL HOLIDAYS

HAVE you decided your summer holiday yet? Why not join a N.A.L.G.O. party to Switzerland or France? There will be large parties each week and you are sure of happy and congenial companionship and a holiday of real joy. If you have not seen the N.A.L.G.O. programme write for a copy to-day.

Switzerland—16 Days.

Montreux	£16	12	6	Lucerne	£16 15 0
Lugano	£16	1	6	Locarno	£15 18 0
				Interlaken	£17 1 6

These prices include 3rd class travel in England, 1st class on the Channel steamer, and 2nd class throughout the Continent; lake steamer and mountain-railway season tickets; and free admission to kursaals, bathing beaches, and cinemas.

France.

Paris.	
4 days, from	£6 1 9
5 days, from	£6 15 3
8 days, from	£9 18 2
9 days, from	£10 14 8

These prices include 2nd class travel from London to Paris, 1st class travel on boat; selected hotel; tips, taxes, and excursions.

Mentone.	
9 days	£12 11 6 (by rail)
16 days	£16 8 0 (by rail)
13 days	£14 9 2 (by motor coach from Paris)

16 days from £17 15 2 (motor coach between Mentone and Paris, both ways, and 4 days in Paris on return journey).

AIR TRAVEL TO CONTINENT
Avoids Fatigue and Saves Time.

Arrangements have been made for members to travel either to Switzerland or France by comfortable air liner at the following additional charges:

PARIS.—4 and 5 day holidays, £3 11 0; 8 and 9 day holidays, £3 3 0.

MENTONE (by air to Cannes, thence by coach).—£9 17 0.

BASLE by air, thence by train.—£7 2 6.

Note: All prices quoted above for France are subject to 4% reduction.

These prices include same travel arrangements as for Paris; season ticket on motor-coaches visiting practically the whole Riviera; free admission to casino and aquarium, and excursion to San Remo.

FLIGHTS OVER LONDON

Arrangements which should have a special appeal to those visiting London have been made for members and their friends to see London from the air.

A conducted tour of the airport of London, a half-hour flight in an air liner, tea at the Aerodrome Hotel, and travel to and from Croydon are included in the cost—21s.

Departures are to take place on Saturdays and Sundays from Bush House, Aldwych, W.C.2, at 1.30 p.m.

Members resident in London and its suburbs are invited to make up a party. All bookings must be accompanied by remittance and addressed to:

N.A.L.G.O. Special Activities Dept., 24, Abingdon Street, London, S.W.1.

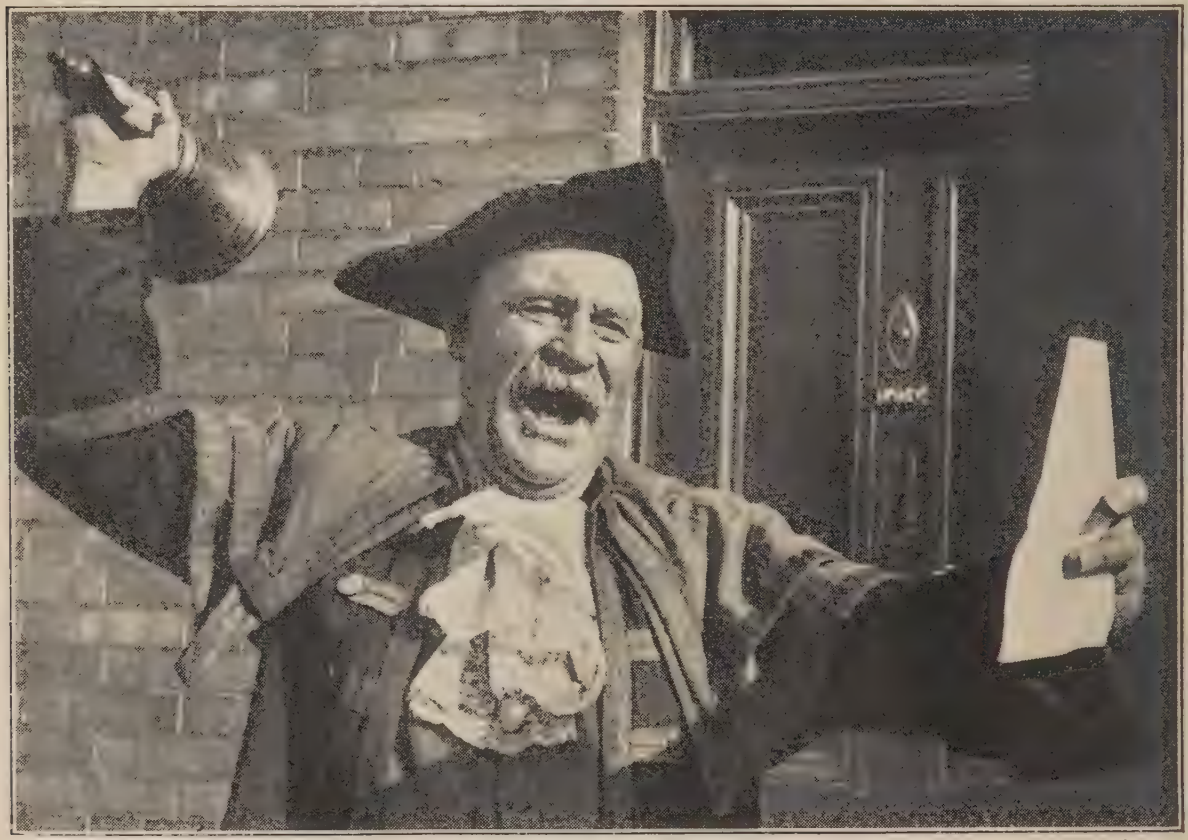
To N.A.L.G.O., 24 Abingdon St., London, S.W.1.
Please send me N.A.L.G.O. Continental Holidays illustrated brochure.

M . . . . . .

Address . . . . . .

. . . . . .

(½d. postage—open envelope) June



The Town Crier by Miss Iris Marsh, one of the many excellent photographs entered for the N.A.L.G.O. Metropolitan district photographic exhibition arranged by Mr. W. F. Broome, Junior (Lambeth), and held at 24, Abingdon Street, from April 22 - 30. *Winter* by F. D. Osborn (Hackney) won the Trophy, and L. O'Hara secured second place with *Gathering Storm*. Other outstanding pictures were H. Montague Storey's *Snow and Smoke*, and C. P. Lees' *Thoughts*.

Education Page

STUDIES FOR THE SUMMER MONTHS

THE recent fine days are not conducive to serious study. June is a month when most educational institutions close down for the summer vacation; it is also frequently the month for examinations. To those sitting for examinations in June we would say: "Work as hard as you can during the remaining few weeks; revise thoroughly all your studies and in a few weeks' time you will be free again."

Educational activities in the summer season generally centre round summer vacation courses. As already announced, the Association is this year running three summer Schools:—Berlin, Bangor, and St. Andrews. The number of applications received for the Berlin school has exceeded the number expected. There are still vacancies for the school at Bangor, to be held at the University College of North Wales, July 16 to 23, and for that at St. Andrews, from June 18 to 25. A booklet giving full details of the schools is obtainable from headquarters or from the divisional secretary for Scotland.

Students attending, will find the schools not only instructive but refreshing. New friendships are frequently made.

We are now on the eve of Conference and many important problems will be discussed. The meetings of education correspondents in the past have formed a lively part of the discussions at Conference, and those who are attending this year are urged to be present at the education correspondents' meeting to participate in a full discussion on problems affecting educational work and an exchange of views on the difficulties yet to be overcome. There will be ample opportunity for correspondents and representatives of branches to express their views, and a report from each area education committee will be presented.

Qualifications for R. & V. Officers

Although students may not be contemplating study during the summer months, they would be well advised at this time to plan out their winter programmes. Students in rating and valuation departments or engaged in rating and valuation work, particularly, should plan their studies immediately. A new syllabus for the rating and valuation officers' examination will shortly be issued and it is understood that the syllabus will be wider and considerably extended. There is still time to prepare for the last examination under the old syllabus to be held in May, 1939, and as this is your last opportunity for taking the examination under the old syllabus, you should not miss the chance of preparing for it. The Nalgo Correspondence Institute conducts a course, which experts have recently revised, for this examination.

One often hears complaints that there are departments having no appropriate examination, and one sometimes finds local government officers, who, having completed their professional qualifications, wonder what is the next stage in their studies. The answer to this question is provided by the London University external diploma in public administration. The London University extension and tutorial classes council recently established a diploma in public administration, open to those who have served for two years in a public office and who show evidence of having attained a satisfactory standard of education, although they may not necessarily have matriculated. The diploma may be taken externally, and is well recognised as an academic diploma of university standing. Indeed, Constantine College, Middlesbrough, where it is hoped to arrange courses in preparation for the London University diploma during the coming winter, has been recognised as an external examining centre for the diploma examination.

The next issue of LOCAL GOVERNMENT SERVICE will be devoted largely to reports on matters discussed at Conference. Of particular interest to those assisting in our educational work are the items on post-entry training, the scholarships scheme, and the scheme of loans for educational purposes. The Conference resolutions on these matters will be reviewed.

YOUR LAST CHANCE

To prepare for the examination of the A.R.V.O. under the present syllabus

DO YOU REALISE THAT

The new syllabus comes into force in 1940?
New and highly technical subjects will be introduced?
The scope of several subjects will be widened?
The period of study will be longer?
The coaching fees will be higher?

START STUDYING NOW FOR THE LAST EXAMINATION UNDER THE PRESENT SYLLABUS—in May, 1939

Write for particulars of recently revised courses based on PRESENT syllabus

Nalgo Correspondence Institute

24, Abingdon Street, S.W.1

PROTECT HER!

The Local Government Superannuation Acts, 1937, provide compulsory superannuation for all whole-time, permanent local government officers. By surrendering a portion of his allowance an officer may secure a life annuity for his wife should she survive him.

BUT if an officer dies before reaching retirement age his widow receives only the contributions he has paid, with interest—much less than she will need to provide for her own future and perhaps to bring up and educate children.

PROTECT YOUR WIFE from this risk with a N.A.L.G.O. Family Income Policy. Write for details to:

N.A.L.G.O. (Life Department), 24, Abingdon Street, Westminster, S.W.1

You pay 2/- : and get 56/-

By joining N.A.L.G.O.'s sickness scheme you can build up a personal fund from which during illness you may draw at nearly thirty times the rate at which you contribute.

Supposing you pay 2/- monthly, then if you had an illness lasting four weeks you would receive 56/- in benefit.

You could also make withdrawals for other purposes if you wished.

Ask your local correspondent for Booklet NPS 9 (age limit 50) or write to:

Nalgo Provident Society

24, Abingdon Street, S.W.1

SCOTTISH NOTES

Scottish Whitley Council

A MEETING of the council was held on May 13 in Glasgow, under the chairmanship of Lord Provost Nimmo, with a full attendance of representatives. A minute of the executive of the council, recommending three groups of local authorities, did not receive the approval of the employers' side. Mr. Mortimer asked leave for the staff side to retire to consider what he described as an entirely new proposal, and, having met separately, the staff side submitted a proposal which would give a progressive minimum salary of, say, £180 to male members of the junior staffs of all local authorities whose lowest scale of progression was less than that figure. This, it was felt, would fix a basic salary for some 90 per cent of the local authorities in the country. Promotion scales could then be adjusted. The larger local authorities—only some seven or eight in number—would form a separate group or groups.

These suggestions appeared to be favourably received by the employers' side and it was agreed to remit the matter to the executive to be investigated more fully and reported. Complaint was made by several members of the staff side at the delay in convening meetings and of arriving at decisions. The chairman said that he would do everything in his power to hasten matters.

Stirlingshire Branch

At a meeting of the executive under the chairmanship of Mr. John McMichael, LL.B., the divisional secretary stated that he had reason to believe that increases were recommended for a number of the members of the staff, and he was hopeful that the position of junior members would also be considered. He answered several questions with regard to the proceedings of the National Whitley Council. The social functions committee reported that the recent whist drive and dance at Stirling had been a success, and it was left to the committee to arrange an excursion to the Empire Exhibition.

North of Scotland Branch

The quarterly meeting at Inverness, though not so largely attended as usual, was full of interest. The chief interest arose out of the divisional secretary's report on the proceedings of the Whitley Council, when it was agreed that every effort be made to get appointed a representative from the North of Scotland. In a discussion on the relative cost of living in cities and rural districts it was contended that, while rent and rates were no doubt lower in rural districts than in the cities, other considerations made the cost of living just as high in the country.

It was reported that the meeting at Dingwall, arranged by the branch, had been very successful and that, as a result, a new branch for Ross and Cromarty had been established which had now enrolled 39 members. The chairman, Mr. Bewglass, Mr. Stewart, and Mr. Paton were specially thanked for their speeches at the meeting, and Mr. Stanley Wilson, the branch secretary, was congratulated.

Glasgow Branch

Applications to the corporation were made as follows :—

For a revision of grading for (a) surveyors and superintendents in lighting department, (b) baths superintendents and (c) weights and measures inspectors ;

For a greater number of higher subordinate posts in the gas department ;

For professional grading for accountants and bookkeepers in the city chamberlain's department ;

For a number of higher grade appointments in the collecting section of the city chamberlain's department, and

For reconsideration of the grading of cash clerks in the same department.

We understand that the sub-committee on conditions of service has given favourable consideration to all the applications mentioned in (1) and (2) above. With regard to our applications on behalf of certain members in the chamberlain's department, it is believed that the sub-committee, while not agreeing to certain proposals made by the Association, has agreed to recommend that adjustments be made as suggested by the city chamberlain.

Nursing Staffs

Some progress has been made in the recruitment of nursing staffs throughout the country. In Glasgow the branch has held several meetings in city hospitals, and as a result the membership has been increased in Robroyston, Belvidere, Stobhill and Ruchill Hospitals.

Scottish Summer School

At the time of writing—in the middle of May—we have quite a number of enrolments and we trust this early intimation augurs well for a large school. The last date for enrolment is June 6. After that we can accept students only by special arrangement. We would again emphasise the fact that the school is open not only to members of the Association but also to members of local authorities. It meets at St. Andrews University from June 18-25. A syllabus and full particulars can be had from J. M. Mortimer, 67, West Nile Street, Glasgow.

Easter Week-end School

Our new venture proved a great success. We met in lovely surroundings at the old

(*Continued at foot of next column*)

(*Continued from previous column*)

baronial mansion house of Ascog Hall, now a hotel, and from the point of view both of instruction and sociability, the school was all that could be desired. Rothesay branch was good enough to invite us to a social function consisting of a whist drive, supper and dance, at which 70 were present. The speeches after supper were pleasant, jocular and commendably brief.

Treasurer Morrison, who gave the first lecture on "Housing and Town Planning," had brought with him charts showing Aberdeen's town planning scheme, and, after a brief historical review of his subject, the charts were used to illustrate the main points which had to be kept in view in formulating town planning schemes—the main roads and the subsidiary roads, the mapping out of residential and industrial zones.

The second lecture was delivered by Mr. George S. Barry, the county road surveyor of Ayr. He came as a substitute for Bailie Hood who, unfortunately, had been taken ill. Mr. Barry had the good fortune to be one of those chosen to go from this country on a visit to Germany to inspect the new roads there. In a most interesting fashion he gave a survey of what he had seen, and his photographs of German roads were very helpful illustrations. For the great efficiency shown by the Germans in meeting their road problems he had nothing but praise, but our problems were much more difficult than theirs, and were not so easily solved. There was a far greater amount of traffic on our roads and we had more populous areas.

FILMS TO SEE THIS MONTH

Damsel in Distress, R.K.O. Radio.—An attractive singing and dancing version of the Wodehouse romantic comedy, with Fred Astaire as an American dancer who saves an English earl's daughter, Joan Fontaine, from the tedium of castle life and manners, Burns and Allen supplying additional comedy. Although, for once, Fred lacks Ginger, he has never danced so well. The music is by the late George Gershwin.

Bank Holiday, General Films.—A delightful English picture, mingling personal tragedy with the comedy of a seaside town on Bank Holiday. Brilliantly directed by Carol Reed and acted by Margaret Lockwood, John Lodge, Hugh Williams, Wilfred Lawson, Wally Patch, and Rene Ray.

Mademoiselle Docteur, United Artists.—Erich von Stroheim, John Loder, and Dita Parlo in an exciting though unconvincing spy story, well acted and photographed.

True Confession, Paramount.—Gay and witty comedy, with Carole Lombard, Fred MacMurray, and John Barrymore, in a fantastic world of false allegations, murder trial, mystery, and lunacy.

The Great Garrick, First National.—A legendary episode in the career of David Garrick, the eighteenth-century actor, played by Brian Aherne. Olivia de Havilland makes an attractive heroine and Edward Everett Horton provides the fun. A pleasant and entertaining film.

SOUTH SHIELDS ADOPTS NURSES' CHARTER

Higher Pay, 96-Hour Fortnight, and Better Conditions

SOUTH SHIELDS town council has given a notable lead to other authorities by adopting almost in their entirety the proposals embodied in N.A.L.G.O.'s Nurses' Charter for the nursing staffs in its four institutions. At its meeting on May 4 the council agreed to :

Reduce the working hours of all nurses to 96 a fortnight—compared with the previous 103 hours for sisters, 109 hours for staff nurses, and 110 hours for probationers.

Appoint 11 ward maids, to free the nurses from domestic duties.

Increase the salaries of trained staff nurses, sisters, assistant matron and matron to levels approaching the N.A.L.G.O. scale.

Permit sisters to live out of hospital ; and

Recondition the nurses' old tennis court and provide a new one.

In addition, new uniforms of modern design have been issued to nurses at the General Hospital—a fact which the nurses have particularly appreciated. A photograph of some of the nurses in their new uniform appears on this page.

The success of N.A.L.G.O.'s application was largely due to the fact that every nurse of the staff of the General Hospital is a member of the Association. The Council hopes that the improved conditions will assist it in overcoming the present difficulty of obtaining nurses. In January the Medical Superintendent had reported that advertisements for probationer nurses had failed to produce a single application.

South Shields is the tenth local authority to adopt the N.A.L.G.O. Charter in whole or in part since it was introduced in December. The others are Huddersfield, Harrow, Brighton, Wigan, Darlington, Torquay, Blackpool, Peterborough, and Gateshead. Many more have referred the proposals to committees.

Substantial support for N.A.L.G.O.'s recommendations has been provided by the British Medical Association, which incorporated many of them in the memorandum it submitted to the Inter-Departmental Committee on Nursing Services.

INQUIRY INTO NURSING CONDITIONS

N.A.L.G.O.'s Case to Committee

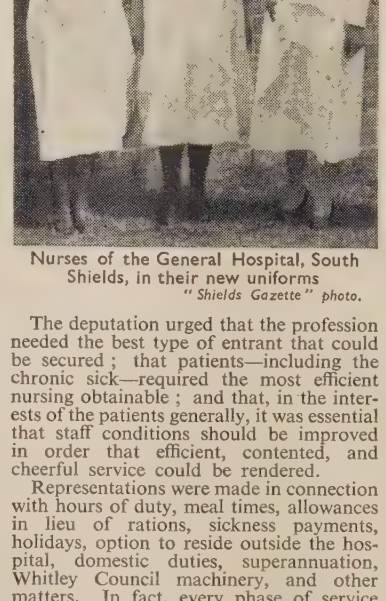
A deputation appointed by the National Executive Council interviewed, on March 15, the Inter-departmental Committee recently set up by the Minister of Health and the President of the Board of Education, in support of a memorandum which had previously been submitted, urging drastic improvements in the nursing profession.

The deputation was courteously received, and the representations made, together with questions arising therefrom, occupied from 11 a.m. to 4.30 p.m., with a short break for lunch.

Many important questions were discussed at length. Emphasis was laid on the inadequate number of entrants to the nursing services, and to the enormous "wastage" which takes place during the period of training ; and suggestions were offered for an improvement of the position.

The rigidity of institutional life—its discipline and supervision—was stressed, and the greater attractiveness and freedom, with higher pay, of other occupations were explained in detail. Specific instances were cited in support of those submissions.

It was suggested that local authorities should "give the lead" in improving nursing conditions ; that maintenance grants or scholarships should be offered in suitable cases ; and that more publicity should be given to the fact that nursing, under proper conditions, may become a satisfying career, instead of just a job.



Nurses of the General Hospital, South Shields, in their new uniforms
"Shields Gazette" photo.

The deputation urged that the profession needed the best type of entrant that could be secured ; that patients—including the chronic sick—required the most efficient nursing obtainable ; and that, in the interests of the patients generally, it was essential that staff conditions should be improved in order that efficient, contented, and cheerful service could be rendered.

Representations were made in connection with hours of duty, meal times, allowances in lieu of rations, sickness payments, holidays, option to reside outside the hospital, domestic duties, superannuation, Whitley Council machinery, and other matters. In fact, every phase of service conditions was brought under review, and recommendations made thereon.

Scales of salaries applicable to local authority hospitals and institutions were submitted to the committee, and were referred to a sub-committee for consideration and report. It is possible that the deputation may again be summoned to deal further with this matter.

The impression received by the deputation was that the committee was earnestly seeking a solution of this pressing problem.

(Continued at foot of next column)

ALL MANKIND'S CONCERN

Weekly Allowances

A WIDOW of 63, left practically destitute owing to the death of her husband, has a daughter of 22 who cannot seek employment, as her mother's failing health makes it necessary for her to remain at home. There is another child—a granddaughter—still at school. The widow's son recently lost his job and receives 17s. per week unemployment benefit. The Benevolent and Orphan Fund is making a weekly allowance in this case until the circumstances of the family improve.

A widow of 45, with one child, left with no income except for a small sum from superannuation contributions, is receiving a substantial weekly grant towards the maintenance of herself and her child. Another, with five children, left almost destitute by the death of her husband and whose only income consists of the earnings of the two elder children, quite inadequate to maintain 6 people is receiving a weekly grant.

A member of 40, with a wife and three children under 16, has been certified by his medical adviser to be suffering from tuberculosis and must, therefore, obtain treatment in a sanatorium for at least three months. Owing to the expenses incurred by the lengthy illness, the member's resources were exhausted, and his salary, at first reduced by half, soon ceased altogether. During this time his wife had only 12s. per week to support herself and children. The case was brought to the notice of the Benevolent and Orphan Fund and a weekly grant is being made to maintain the family during his absence in the sanatorium.

(Continued from previous column)

It is ready to obtain advice and guidance from any authoritative source, is meeting with unfailing regularity, and is conducting its investigations with zeal, courage, and a singleness of purpose which are wholly admirable. We hope that the inquiry will lead to recommendations that will result in nursing being recognised as a calling worthy of the most sympathetic interest, and one that is capable of satisfying the aspirations of the nursing-minded women of the country.

The representatives of the Association were :

Mr. H. Allen—Chairman, Service Conditions and Organization Committee ;

Dr. H. H. MacWilliam—Medical Superintendent, Walton Hospital, Liverpool ;

Dr. A. C. Tibbits—County Medical Officer of Health. Nottinghamshire ;

Miss L. H. Wooldridge—Inspector of Health Visitors and Midwives, Staffordshire C.C. ;

Miss J. Jones—Sister, North Middlesex Hospital, Edmonton ;

Mr. J. B. Swinden—Organizing Secretary ; and

Mr. T. M. Kershaw—Divisional Secretary.

On March 16 the Scottish Divisional Secretary and Sister Noble, of Robroyston, gave evidence before the Scottish committee.

HERE AND THERE

PERSONAL

Mr. Frank Thomas, Divisional Secretary for the South-Eastern, Southern and South-Western districts, is, we are glad to record, progressing as well as can be expected after his motor accident last month. His car was involved in a collision with another at Maidenhead and Mr. Thomas received injuries to the face and hands and suffered severely from shock. He is still unable to use his left hand and it will be some weeks before he can return to work.

Councillor Arnold Robinson, A.C.A., has been elected chairman of the Formby U.D.C. for 1938-39.

Mr. R. H. Dyer, Borough Engineer, Southend-on-Sea, who retired in April, completed over 35 years' service with the county borough, which during his term of

Mr. R. H. Dyer

office was twice enlarged. His foresight and ability together with a charming personality made him widely popular. Mr. Dyer received several handsome gifts, including a gold wrist watch and a silver tea-set from his colleagues.

Two well-known figures in the Isle of Wight have retired in the persons of **Mr. T. Ross Pratt,** town clerk of Newport for 32 years, and **Mr. John Dufton,** clerk to the I.O.W. county council. Both these gentlemen, who have rendered the highest service to their councils and colleagues are Yorkshiremen, and are soon to take a holiday with their wives among the scenes of their childhood in Wensleydale.

Mr. W. Daughton, Lincoln, has been elected president of the Incorporated Association of Rating and Valuation Officers and chairman of the council, and Mr. S. F. Bartlett (Basingstoke) vice-president and vice-chairman for the ensuing year.

Many tributes were paid to **Mr. E. C. James,** who has retired from the honorary secretaryship of the Mountain Ash branch, at a dinner at the Belle Vue Hotel, Penrhiwceiber. Mr. James, who had held this position for 15 years, gave an interesting review of his activities and was presented with an oak writing bureau and bookcase. **Mr. L. P. Johns,** foreman at Ynysybwl, was also presented with a gift by his colleagues on his retirement after 50 years' service. **Mr. C. F. Thatcher,** the clerk to the council, who has transferred from Plymouth, was given a warm welcome.

To mark the retirement of **Mr. J. Paith Morgan** from the office of county accountant of Cardiganshire after 46 years' service, officials of the council recently presented him with a gold watch and cigarette case and lighter. Mr. Morgan is the first official to retire under the county superannuation scheme.

Mr. John Ames, Cleansing Superintendent, Tunbridge Wells, has resigned to take up a similar post at Chislehurst and Sidcup. Mr. Ames has done much work for N.A.L.G.O., and was a most popular member of the branch.

Mr. F. G. Egner, Town Clerk of Tynemouth, has been presented with a handsome clock as a wedding gift from his colleagues. Tributes to his services were also paid by the Chairman and President of the branch.

Mr. J. W. Whitaker is now in his thirtieth year of service with Newark corporation.

B. & O. FUND NEWS

Many branches are doing splendid work in raising money for the Benevolent & Orphan Fund. Outstanding recent achievements include:

Portsmouth—Raised £40 by an entertainment and dance, for which the executive committee paid all expenses out of branch funds, enabling the gross proceeds to be given to the Fund.

Hastings—Raised £14 at a dance attended by more than 200 people.

Berks County—Raised £10 by a variety concert.

Canterbury—Raised £4 10s. with a collection of pennies and halfpennies bearing the head of Queen Victoria.

Acton—Raised £12 with a whist drive.

Hammersmith—Raised £125 at the annual ball, attended by 1,600.

Tynemouth—Raised £5 by a whist drive and dance.

Officials of Epping rural district council were the victims recently of a defamatory statement made by Mr. H. L. Cross, a member of the Harlow parish council. The matter was settled on condition that Mr. Cross paid £10 to the B. & O. Fund.

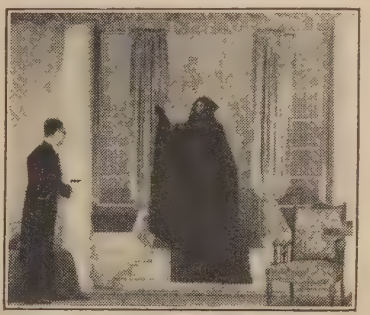
THEY SAY—

It Pays to Advertise

"Dictator states are ahead of us in one respect. They are much better than we are at parading and advertising their achievements. We in this country do as much as they do, often on a much larger scale. Because of our failure to advertise our wares, ratepayers are not as grateful as they might be for the advantages which come their way."—**Mr. Dingle Foot, M.P.,** at the annual dinner of the Ipswich branch.

Guarding Democracy

"I look on local authorities as the first line of defence of democratic government



"The Shadow" Athold Gatland, and "Lambert, the Duke of Cataloca," John Harley, in a scene from "Death Takes a Holiday," played by the Bucks County branch.

in this country. We must continue to preserve the rights of democratic government, because there may be a danger that the State will take over some of the responsibilities which rest on local government."—**Sir William Jenkins, M.P.,** at the annual dinner of the Cardiganshire branch.

Combining for Good

"I am glad to be here to mark the rapidly-growing good feeling between the county council and the borough councils. I think we are beginning to realise more and more that common action between our two bodies is for the benefit of London as a whole."—**Mr. E. G. Culpin,** Chairman of the L.C.C., at a meeting of the Battersea Council.

Don't Grumble

"We sometimes complain of our rates. I am not at all sure that complaining about the rates is not an un-Christian thing. Of course, we are entitled to criticise the way in which our money is spent and apportioned, but as Christian citizens we ought to rejoice to bear our share of the common burden which does so much to make the city happy."—**Dr. Guy Warman,** Bishop of Manchester, at the Centenary Service in Manchester Cathedral.

WHY NOT A N.A.L.G.O. SPORTS COUNCIL?

By T. F. Dunning (Hon. Sports Secretary, Metropolitan District)

CONGRATULATIONS to "R. W." for bringing to light in the March LOCAL GOVERNMENT SERVICE the fact that "N.A.L.G.O. is achieving international fame in the Rugby football world." He mentions two Internationals as being members of our Association: I am informed that there were, in fact, three Nalgo-ites in the Welsh Rugby team versus Ireland.

N.A.L.G.O. could produce teams capable of taking their place in the front rank at all sports. Here indeed is indicated the need of a "N.A.L.G.O. Sports Council," for which I have pleaded for years, and a Sports Centre worthy of our importance and 100,000 membership. Is there not someone on the National Executive Council with the enthusiasm necessary to direct the attention of the Council to these dire needs?

The achievements of N.A.L.G.O. in other spheres should have a parallel in the world of sport. Other organisations can attend to their "domestic" affairs and, in addition, foster sport, obviously appreciating its value in consolidating membership, particularly amongst the younger members. N.A.L.G.O. should be taking its place in the national field of sport, and should have its annual matches against the Civil Service, the Royal Navy, the Army, the Royal Air Force, and similar bodies.

The solution is the setting up of a "N.A.L.G.O. Sports Council," composed of keen representatives from each district, with a financial backing secured by an allocation of a few pence per annum from each member's subscription.

In the Metropolitan District, although we have no Rugby competitions—yet—we have organised a district Association Football team to compete in the "W. G. Auger" Cup competition. "Possibles" available to the selection committee included: Dr. James Marshall (Bermondsey and Scotland), Doug. Whitehead (Kingston and Scotland), Bernard Joy (Middlesex C.C. and England), L. N. Hockaday (Bexley and England), Mervyn Griffiths (Paddington and Wales) and some others of fame who have not *yet* got their caps. If that is the position in one district only it is fairly safe to assume that the other districts could complete a team worthy of its position in the front rank of Association football.

The same applies to Rugby, cricket, table tennis (we have at least one International here), swimming, lawn tennis, and other sports.

Does not the position call for a Sports Council, rather than a committee of the N.E.C., which has so many other special activities to consider? The inter-district football competition for the W. G. Auger cup illustrates the present efforts of the N.E.C.: First year—two entrants; second year—the same two. A sorry record, surely; "want of funds," apparently, being the excuse for non-entry by others. It is difficult to believe that it is impossible to assist, by a grant from headquarters, the entry of more districts and thus to facilitate the desirable inter-mixing on the sports field of members of the Association in other districts.

The spirit of the members who give their time and enthusiasm in the furtherance of N.A.L.G.O. sport must be near breaking point. At the moment there seems to be no prospect of extension of their field; they carry on in their confined branches and districts. No one can deny the need for sport as one of the Association's "planks." It is up to the rank and file, through their branch and district organisations, to get a move on.

N.A.L.G.O. SPORTS WEAR

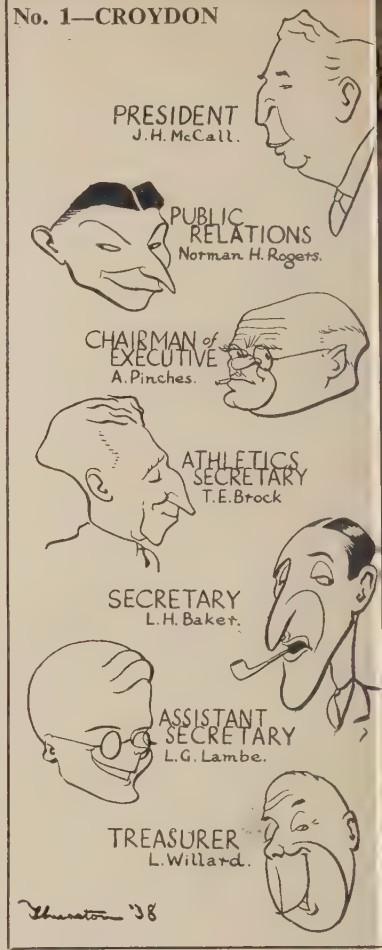
Please note revised prices due to increased cost of material

BLAZER—1st Quality ...	30/-
2nd „ ...	26/6
(made to measure 1/6 extra)	
BLAZER MATERIAL	per yard
1st Quality (4 yds. required)	5/8
2nd „ (2 „ „)	9/6
CRICKET CAP	4/6

Plymouth Corporate Officers' and Wiltshire County Officers' football teams, who drew 3—3, after extra time had been played, in the final for the "Newman Trophy" competition. Each team will hold the trophy, (presented by Mr. C. J. Newman, Town Clerk of Exeter, and Chairman of the South-Western District Committee) for six months.

ROUND THE BRANCHES

No. 1—CROYDON



SPORT

Glamorgan County drew with **Card** City officers in the match on May 2 f the "Alderman Grey" Cup. Each si scored twice, but although play was e tended for twenty minutes, no additio score decided the winner.

R. Greenhalgh (Harrow) with a net sc of 151, won the Annual 36-Hole Co petition for the **Municipal Challenge Bo** held at Finchley Golf Club, Mill H on May 11. Sixty-eight competitors, t highest number in the history of the co petition, representing 35 branches, to part. Two members tied for second pla —R. W. Mallett (Middlesex C.O.) a S. Barnes (West Ham), each having r scores of 155, but as R. W. Mallet second 18-holes score was lower than th of S. Barnes, the former was, accordi to the rules, adjudged the runner-up.

The lowest scratch score for the Sil Spoon was won by L. W. Welland (Surrey) with a net score of 158.

Hull branch beat **North Riding** 4—3 in t final of the Yorkshire District football co petition on April 23, retaining the trop for a second year.

SATISFIED?

Non-members of the Nalgo Approved Society, ask yourselves this question:

"Are the benefits I receive under National Health Insurance administered to my complete satisfaction?"

Join your OWN Society which caters exclusively for local government officers.

Nalgo Approved Society,
24, Abingdon Street, London, S.W.1

HOW TO HELP

THE N.A.L.G.O. BENEVOLENT & ORPHAN FUND

ORGANISE A GARDEN-PARTY for the Fund, this SUMMER

Preliminary announcement

Educational Tour to AMERICA

July 29th to August 27th, 1939

As a result of the great success of last year's educational tour to Canada and New York, and in response to many requests, N.A.L.G.O. is arranging a similar expedition to other important cities of America for next year.

Leaving Liverpool in "SAMARIA"
(20,000 tons)

Returning to Southampton in "GEORGIC"
(28,000 tons)

BOSTON, PHILADELPHIA
ATLANTIC CITY
WASHINGTON
RICHMOND
NEW YORK (for World's Fair)

Every facility will be given to study municipal administration in each city, and an endeavour will again be made to arrange civic receptions which were so much appreciated in 1937.

Fare 80 guineas

Inclusive of ocean and rail travel, hotels, meals, sightseeing, gratuities on land, baggage transfer, etc.

Further particulars from N.A.L.G.O. Special Activities Dept.,
24, ABINGDON STREET, S.W.1

A MODEL MATERNITY SCHEME

Competition for N.A.L.G.O. Members

As part of the celebration of National Baby Week, July 1 to 7, the National Baby Week Council, in co-operation with LOCAL GOVERNMENT SERVICE, announces a novel competition.

The Baby Week Council is prepared to award the "Astor" Challenge-Shield, a handsome silver trophy mounted on oak, to the branch or group of N.A.L.G.O. members submitting the best thesis, not exceeding 2,000 words in length, outlining a scheme for a local maternity and child welfare service. The shield would be held by the winning branch or group for one year and might be displayed in staff recreation rooms, municipal offices, etc. A second trophy, the "Kettering" Shield, will be awarded to the group submitting the next best thesis.

The Maternity and Child Welfare Act has now been in operation for twenty years, and it is felt that the experience gained provides ample scope to consider the improvement of the service.

Theses entered for the competition should present a model scheme for a particular type of area—industrial, urban, rural, etc.—and for a specified population. Such a scheme would involve the consideration of several departments—administrative, finance, housing, public health, maternity, and child welfare—and would thus call for the interest of many classes of local government officers. For this reason it is suggested that it might best be prepared by a group working in consultation. It could, however, be prepared by an individual and sponsored by a group.

To avoid the risk of members appearing to criticise the work of their own authorities entries should be submitted under a nom-de-plume, and the area for which each scheme is planned should also be indicated by nom-de-plume. Each entry must be accompanied by a sealed envelope bearing on the outside the nom-de-plume selected and inside the name and address of the group submitting it.

Entries, accompanied by a stamped, addressed envelope, must be sent to the Secretary, National Baby Week Council, 117, Piccadilly, London, W.1, not later than September 1. They will be judged by a joint committee of the Council and N.A.L.G.O., and the result announced during Health Week, October 1-7.

DISTRICT COMMITTEE MEETINGS

South Western

Arrangements for a week-end school at Exeter University College on September 9 and 10 were discussed at the quarterly meeting of the committee held at Cheltenham on May 14, with Mr. C. J. Newman in the chair. It was decided to charge a registration fee of 2s. 6d. and to invite members of the Workers' Educational Association and the Civil Service, on payment of a registration fee of 5s.

The honorary sports secretary reported that 12 branches had entered for the cricket, and 13 for the bowls competitions.

South Eastern

At the April meeting of the committee, Mr. W. H. Routly (vice-chairman) announced that he could not attend the Blackpool Conference and Mr. E. J. Dean was appointed in his place. Mr. Routly said that he felt strongly that no delegate should be instructed in advance how to vote on any particular motion, but that committees and branches should show confidence in their delegates by allowing them to vote according to their own consciences and on the merits of the motions as amplified by discussion. The committee accepted this view.

DO YOU COLLECT STAMPS?

It has been suggested that members interested in stamp-collecting might form a N.A.L.G.O. Philatelic Society and assist the Benevolent and Orphan Fund by the sale of duplicates.

Will those interested communicate with the General Secretary, N.A.L.G.O., 24 Abingdon Street, London, S.W.1.

Discussion on a motion from the Brighton Branch revealed that the committee was concerned about the quality of some of the advertisements in LOCAL GOVERNMENT SERVICE. It was agreed that the motion should be sent to the Council urging them to improve the tone of the advertising.

A distinct advance towards adoption of the principles of Whitleyism in the area was announced by the divisional secretary, Mr. F. Thomas, in a report on a conference of representatives of local authorities convened by the Mayor of Brighton to consider the formation of a provincial Whitley council. The conference decided by a large majority to appoint an exploratory committee of fifteen to examine the constitution and to meet an equal number of members of the staffs' side to prepare a report to be presented at a future conference.

PROVINCIAL WHITLEY COUNCILS

South Wales (District No. 16) *covering counties of Cardigan, Radnor, Pembroke, Carmarthen, Brecknock, Glamorgan, and Monmouth.*

At a conference of local authorities at Cardiff on April 29, resolutions were passed to set up Whitley machinery for the area and a committee of twelve appointed to draft the constitution, and report direct to the local authorities concerned.

Eastern (District No. 8), *covering counties of Norfolk, Cambridge, Huntingdon, Bedford, Suffolk, and Isle of Ely.*

A conference of representatives from 2[illegible] local authorities at Cambridge on April 2[illegible] resolved unanimously that one member from each authority should be appointed to form an exploratory committee to make recommendations with regard to a constitution, allocation of seats, and any suitable limitation of area.

West Midlands (District No. 7) *covering counties of Shropshire, Stafford, Warwick, Worcester, and Hereford.*

At the first meeting at Stoke-on-Trent on May 10, the Lord Mayor, Alderman G. J. Timmis, was appointed chairman, Mr. F. H. Harrod chairman of the staffs' side, Mr. E. B. Sharpley employers' secretary, Mr. J. E. N. Davis staffs' secretary, and Mr. S. Larkin honorary treasurer.

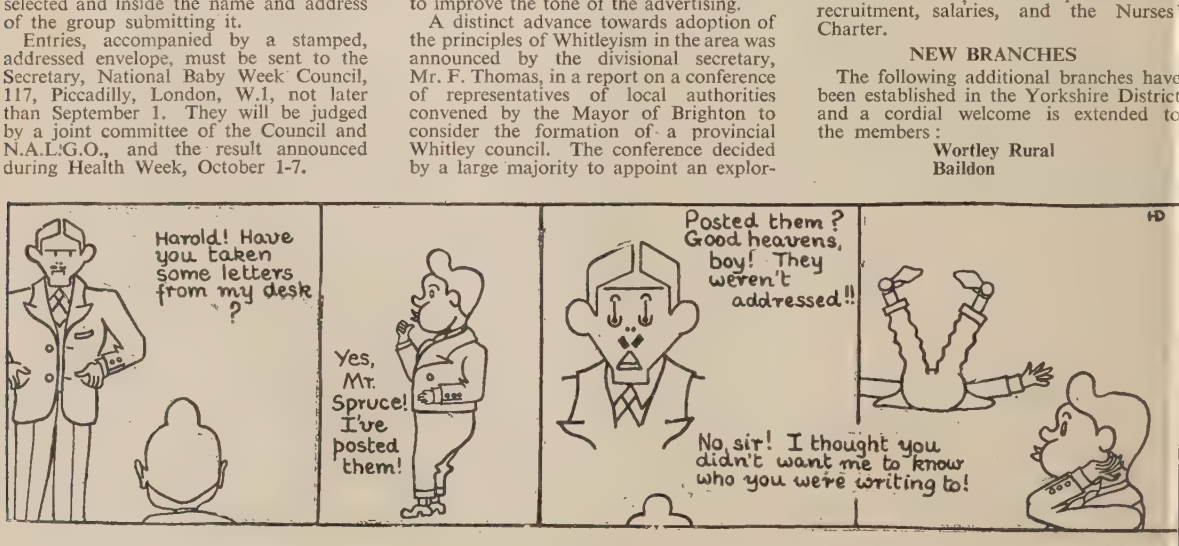
The constitution was formally approved and a standing committee of 7 on each side was appointed.

The meeting agreed to authorise the joint secretaries to obtain particulars of service conditions in the area and to consider and report on superannuation, recruitment, salaries, and the Nurses' Charter.

NEW BRANCHES

The following additional branches have been established in the Yorkshire District and a cordial welcome is extended to the members:

Wortley Rural
Baildon


Harold! Have you taken some letters from my desk?
Yes, Mr. Spruce! I've posted them!
Posted them? Good heavens, boy! They weren't addressed!!
No, sir! I thought you didn't want me to know who you were writing to!

What's Wrong?

. . . padded shoulders and wasp waist are bad enough on wax mannequins, but on real men—and in tweeds too! . . . sleeves that were the right length once, but badly ailored so that they 'creep' up the arm . . . . plus-fours exaggerated n length and width and the wrong shape, anyhow . . . a style f front more suitable for a worsted town suit. There's more in good suit than a reasonable 'fit'—for the little extra something patronise a practical tailor rather han just a retailer selling clothes

I am a cash tailor, but as Public Officials are responsible people I offer them *comfortable credit terms on the actual cash prices I charge the public plus 2½% for clerical expenses*

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DOLAND & LARCOMBE 15-17 Ludgate Hill

Stuarts

HOLIDAY THE YOUTH HOSTEL WAY

THE Youth Hostels Association offers a hearty welcome to all members of N.A.L.G.O. who would like to join. The objects of this association are to help all, but especially young people, to a greater knowledge, care and love of the countryside, particularly by providing hostels or other simple accommodation for them in their travels.

There are 270 hostels, covering all parts of England and Wales, each under the control of a warden. The accommodation is very simple and includes separate dormitories for men and women, washing and cooking facilities, and a common room.

At all hostels there are facilities for cooking one's own food, although at most hot meals can be obtained at low prices. The standard overnight charge at every hostel is 1s., and for this a member is provided with a bed, pillow and blankets. He must provide his own sleeping bag.

A Y.H.A. membership card entitles the owner to use not only the hostels in England and Wales, but also the 4,000 hostels on the Continent and in other parts of the world. At many hostels there is someone to translate, and travelling, even with a very elementary knowledge of the language, is not difficult. The overnight charges vary, but never exceed 1s.

For people who like to "get off the beaten track" and who are accustomed to walking or cycling, there is no more delightful way of spending a holiday.

The fees are:

Juvenile membership 11-15 years, 1s.
Junior membership 16-25 years, 2s. 6d.
Senior membership 25 and over, 5s.
Life membership 16 and over, £3 3s.

Membership of the movement should be renewed annually and is an essential qualification for the use of hostels.

FREE AND EASY CARGO-BOAT HOLIDAYS
List of departures available
Write to N.A.L.G.O.,
24, Abingdon St., London, S.W.1.

WHITE STICKS FOR THE BLIND

The menace to the blind of modern traffic conditions inspired Mr. E. J. Johnson, borough treasurer of West Ham, to start, in 1931, a scheme to provide all blind people with white sticks, as a personal safeguard in their walks abroad.

The idea was adopted by the West Ham Rotary Club and has since received support from Rotarians all over the country. There are, however, many areas not covered by such clubs and it is suggested that public assistance committees might step in and provide white sticks to all registered blind persons at a nominal charge, or where necessary, free.

The man who found "Beano" in his Public Library

Diploma in Public Administration

The examination for the London Univ. D.P.A. can now be taken by candidates who (1) have passed or obtained exemption from London Matriculation; or (2) have obtained a School Certificate or some recognised equivalent qualification and have for two years held an approved appointment in a Public Office. Attendance at University classes is not necessary; candidates can prepare for the exam. at home in their leisure hours. The Diploma is increasing in importance as a qualification for those engaged in local government service.

WOLSEY HALL
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Wolsey Hall prepares candidates for D.P.A. Examinations by means of up-to-date postal courses drawn up and individually conducted by highly qualified graduate tutors. A Guarantee is given that in the event of failure tuition will be continued *free of charge.* N.B.—At the 1937 External examination 86% of Wolsey Hall candidates passed, forming nearly one-third of the Pass List.

FREE PROSPECTUS

and full particulars from Director of Studies, Dept. RH28, Wolsey Hall, Oxford.

HOW TO TREAT A STOMACH PAIN

When your stomach is healthy and well, you never think of its existence. But when it is out of sorts for any reason you know all about it. Pain sets in—sometimes very severe, nagging pain.

What are you to do? You certainly must do something. In nine cases out of ten the remedy is simple enough—a dose or two of Maclean Brand Stomach Powder. You must have read of case after case, many of them much worse than yours, where blessed relief has come almost in a twinkling. Flatulence, heartburn, dyspepsia, even gastric and duodenal ulcers, have had to yield to the soothing and healing properties of this modern miracle worker.

It will be strange indeed if *your* pain does not disappear as all the others have done. Anyway, you can confidently turn to MACLEAN BRAND Stomach Powder—you can easily tell it by the signature "ALEX. C. MACLEAN." Maclean Brand Stomach Powder is genuine only when this signature is on bottle and carton. Powder or Tablets, 1/3, 2/- and 5/-; also pocket tins of Tablets, 9d.

LOCAL GOVERNMENT ADMINISTRATION EXAMINATIONS
are held in June and December. For Syllabus and application forms, apply
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The object of this Club is to foster interest in music and to obtain a wide and stable audience, drawn from lovers of music for whom the usual prices have been too high. Local Government Officers are invited to form groups and thus effect a saving on the usual Queen's Hall prices.

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PRO ARTE STRING QUARTET

Tickets can be purchased at reduced rates only through an Accredited Representative of an Organisation. Applications for the first allotment of seats should be sent in by July 2nd, 1938. Later applications will be dealt with until the middle of October.

THREE EXPLANATORY LECTURES about the three first programmes with Musical Examples, will be given at the Memorial Hall, Farringdon Street, E.C. Admission 6d. each by

SCOTT GODDARD

For full information for tickets and lectures apply to:

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POINTS ON HOUSE PURCHASE

1. Preliminaries

By C. W. Craske, A.R.I.B.A.

In this series of short articles, Mr. Craske will give hints to members who are thinking of buying a house, but who lack experience of the procedure and of the help which can be given them by the N.A.L.G.O. Building Society.

Few need be deterred from buying a house on the ground of expense. A loan up to 100 per cent can be obtained, providing certain conditions are complied with.

The first points to consider, when choice has been narrowed to an apparently suitable locality, are these :

1. **Nature of the property.** The building society does not advance money on the bare land ; there must be something substantial already built, or in course of erection, but a member may submit plans and specifications of his proposals for the society's consideration before taking any definite action. Advances during construction cannot be made to the builder unless the society can first obtain the deeds of the land. A building of bungalow type will not be debarred, providing it is a permanent structure—e.g., brick-built and tiled. Neither is an old house ineligible for loan, but in this case depreciation must be taken into account, and the vendor's idea of the value may have to be discounted.
2. **Tenure** : whether freehold or leasehold. If the latter, the unexpired term of the lease must not be less than three times the term of years desired for repayment.
3. **Purchase price.** The value of the house, for the purpose of loan, is not necessarily the price asked, but that which is determined by the society's surveyor. As a general guide, the amount of the advance required should not exceed three times the member's annual income. If it does, the society will rightly point out that too heavy an obligation is being undertaken ; and a less expensive house should be sought.

Having cleared the ground of possible " snags " at the outset, the intending purchaser should inspect the property and decide whether it is likely to prove a good investment. Notes to follow will set out the main things to be observed when making this inspection.

NATIONAL HEALTH INSURANCE

A Correction

Most readers detected the clerical error in the note on national health insurance on page 155 of the May number. For the benefit of those who did not we would point out that the paragraph should have referred to an UNINSURED man married, on or after Jan. 3, 1938, to a woman who had elected to remain insured as a voluntary contributor under the combined scheme of health and pensions insurance.

LOCAL GOVERNMENT WHISKERS

Where are the Beards of Yesteryear ?

By A. C. COX

of the Dorset County Council staff, who has completed over 52 years service

(*Reprinted from "Dorset County Chronicle"*)

Vast changes have taken place in local Government administration since County Councils were formed in 1889.

But another change, of which little has been written, is in the appearance of the men who to-day take a part in local government affairs as compared with those of nearly 50 years ago.

When I was a youth, the majority of members of the Dorset County Council wore beards or whiskers.

I find, from " The County Council Year Book " for 1889-92, that the chairmen and clerks of County Councils 50 years ago were adorned as follows :

Clean-shaven	5
Moustache	18
Moustache and side-whiskers	5
Mutton-chop and moustache	6
Mutton-chop only	7
Rim whiskers with moustache	1
Rim whiskers only	11
Side whiskers	7
Full beards	37
Close beards	18
Beards without moustache	4
Side-whiskers and Imperial	1
Moustache and Imperial	1

A remarkable fact emerges from my survey of the 121 portraits of by no means young men. None was completely bald, and less than a dozen had bald crowns.

This raises the question in these clean-shaven days, when baldness and thinning hair is so prevalent, even among young men—is baldness nature's revenge for the daily removal of her facial crops ?

" THE PERFECT OFFICER "

" *It is not unimportant that the official should be an approachable, likeable, and sympathetic person. It is necessary that he should be on top of his profession or calling, because he is bound to meet, as members of his council and his everyday public, persons holding precisely the same qualifications as his own, although they are being practised in an entirely different walk of life. Again, it is not unimportant that he should be able to hold his own on the golf links or in similar activities of the social and recreative kind. After all, a " human " public officer is the first step towards getting confidence. Even his private life must be above criticism.*"

—from " The Local Government Officer," by L. Hill, general secretary, of N.A.L.G.O. Allen & Unwin, 5s.

A number of branches are buying copies of Mr. Hill's book for loan to their members or for presentation to their public library. South Shields branch has bought no fewer than six and Mid-Surrey three. All profits from the sales go to the B. & O. fund.

SOME RECORDS YOU'LL WANT

The new H.M.V. list includes music from symphonies to " Snow White," but all records are equal in maintaining a high standard.

If you like straightforward music played with perfect understanding you will enjoy Haydn's " Military " Symphony (H.M.V. DB.3421-23). This is played by the famous Vienna Philharmonic Orchestra under Bruno Walter.

Furtwangler conducts the Berlin Philharmonic Orchestra in an extremely beautiful recording of the " Vorspiel " (Prelude) and the tragic " Liebestod " from Wagner's " Tristan and Isolde."

There are some attractive lighter orchestral records. The B.B.C. Variety Orchestra, conducted by Charles Shadwell with Reginald Foort at the B.B.C. Theatre Organ, plays " Lulworth Cove " (Shadwell) and " Seville " (Haydn Wood).

Leslie Jeffries, a popular broadcaster, has chosen " Dearest Love " from Noel Coward's " Operette " and " Hey Gypsy, Play Gypsy " from " Countess Maritza " (Kalman).

For the Connoisseur.

Yehudi Menuhin with his sister Hephzibah (piano) and Maurice Elsenberg ('Cello) have recorded Tchaikovsky's " Trio in A Minor," Op. 50. on H.M.V. DB.2887-91, DBS.2892. The beauty and artistry of the performance make these particularly outstanding records. The same listener will welcome Backhaus playing the C Major Fantasia of Schumann (H.M.V. DB.3221-24).

The Kentucky Minstrels' rendering of " Abide With Me " (H.M.V. BD.535) is likely to prove popular, as are two ballad records of Paul Robeson and Peter Dawson (H.M.V. B.8731 and B.8723).

" Little Drummer Boy " and " In my little red book " are played by Jack Harris and his Orchestra on H.M.V. BD.5346, while swing fans will like " Bei mir bist du Schoen " played by Benny Goodman's Quartet—H.M.V. B.8725.

You should not miss the " Snow White " records containing some delightful songs, including " Whistle While You Work."

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DETACH HERE

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Address .....

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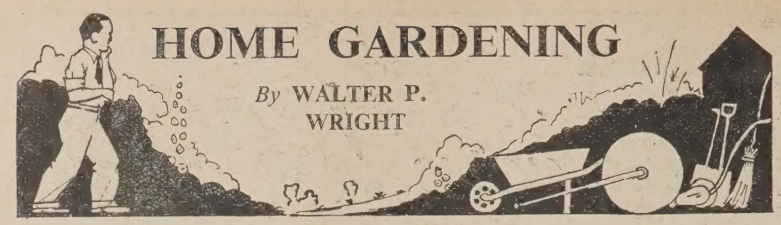


HOME GARDENING

By WALTER P. WRIGHT

SLUG time is here and I must mention Meta, about which a discussion has long been raging in one of the gardening papers. All participants have agreed that Meta is Slug Destroyer No. 1, the differences turning on the best "mixer." Bran has proved admirable up to a point, but gardeners have found that it attracted animals and birds, which suffered after eating the dead slugs. It may be that the proportion of bran is unduly small in some cases, for I observe that as little as a handful to one stick of Meta ground to powder has been recommended, whereas the Ministry of Agriculture recommends a quart. I would try the latter proportions first and fix a good expanse of netting over the mixture to prevent the slugs being eaten by animals or birds.

I am fortunate in escaping serious trouble with slugs, probably because my soil is sandy and dry; but find woodlice ("pea-bugs") very troublesome. A mixture of 1 oz. of Paris Green with 5 lb. of bran spread under a piece of board (the older and dirtier the better) forms an attractive but deadly bait; or Meta powder mixed with a little thin syrup may be tried.

An effective mixture for killing ants consists of three parts castor sugar with one part calomel.

Some Remedies for Weeds

Sodium chlorate is recommended as a destroyer of weeds on hard walks. Its efficacy when applied on a sunny day—preferably just as the weeds reach the flowering stage—is undoubted; but it should not be used near trees nor living edgings. The strengths recommended are 1 lb. to 20 gallons of water for nettles, ragwort and thistles, and 1 lb. to 2 gallons for buttercups and daisies. In both cases a gallon should be used for 40 square yards of walk.

Sodium chlorate should not be used on grass, where some such preparation as Vivus should be employed, the grains being dropped into the heart of the weeds. It is wise to use whatever remedy is selected before the weeds get large, otherwise unsightly holes are left when they shrivel up, and more labour is required to extract dead clumps, provide fresh soil, and sow seeds.

Chrysanthemums and Dahlias

Probably more chrysanthemums are bought and planted in June than in any other month, so here is some advice on them. First, selection. I was well satisfied last year with all the members of the Precoce set, particularly rose and salmon, and also with Shirley Pride, double pink; Mrs. D. Foxwell, double bronze; Sylvia Slade, single crimson; the old Source d'Or, orange quilled; Kingcup, double yellow; Lichfield White, double white; and Rosie Lawrence, single pink. Secondly, habit. It is naturally good in those named, but to ensure complete satisfaction order once-stopped plants and give another stopping—i.e., nip off the tips of the branches—towards the end of June.

Here is a short list of decorative varieties of Dahlias of medium height—2½ to 3½ feet: Bishop of Llandaff, crimson, yellow centre; Lucina, orange with deeper centre; Pink Pearl, pink; Dazzle, scarlet; Baby Royal, bronze; L. C. Page, salmon; Glorious, carmine, Cactus shape; Friar's Crag, orange; Midas, yellow; and Mabel Crossling, orange, purple foliage.

Good dwarf Dahlias are: the old Coltness Gem, bright red; Lady Aileen, pink with darker ring; Paisley Gem, orange; Princess Marie Rose, pink; and Shirley Yellow. They make a long and brilliant display in the garden, but are not so good for cutting as the former group, nor as Unwin's Ideal. Young plants can be bought from the Histon (Cambridge) raisers.

Seeds to Sow Now

Many useful plants can be raised from seed sown outside in June, particularly Lupins, Wallflowers, Canterbury Bells, Geums, Sweet Williams (existing plants being increased by taking offsets), Forget-me-nots, giant double Daisies, Delphiniums and Gaillardias. Other useful biennials which may also be sown now are Foxgloves, Anchusa capensis, the Siberian Wallflower (Cheiranthus Allionii), Hound's Tongue (Cynoglossum amabile), Evening Primroses, such as Œnothera biennis, Indian Pinks, Iceland and Sunbeam Poppies, and Brompton Stocks.

By Neville Hobson

THE BLUFFER

MOST of us have a Bridge acquaintan who insists upon "butting in with a bid of One No Trump an Ace and a Queen, sometimes with ev less. When properly timed, it can c tainly queer the pitch—both at Contra and Auction. This is particularly the c where, e.g., South passes with a border-li hand. He may have 2 Aces and a K., C or their equivalent, and 3 suits stoppe but a weak Doubleton may prevent bidding. If West then bids a very th No Trump, it may place North in a dif culty, though holding quite a useful han

If, therefore, North passes, the ma risk that West has run (when playi Contract) is that his partner may put hi up to an impossible contract. Whe however, East has only a very moder hand, the intervening bid of West m easily prevent a game score by North a South. This is the bright side of t picture.

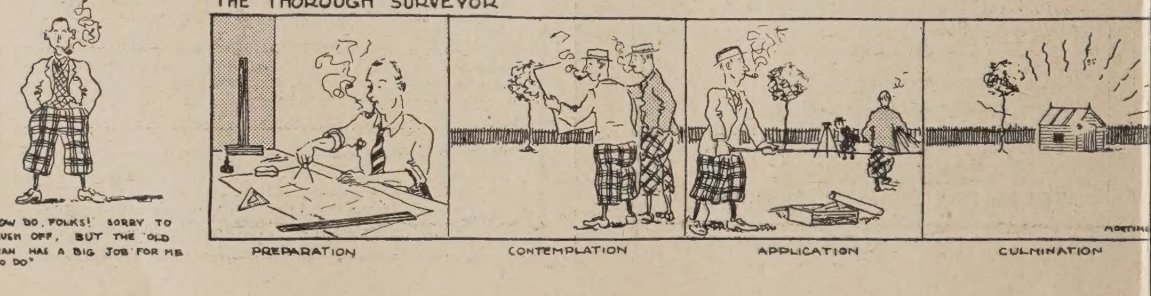
There is, of course, the small risk of double or the greater one of the bluffe partner being misled and seriously ov bidding, but the player who interposes wi an occasional psychic bid is entitled to ur justification if it pays on general balanc An effective counter to a thin No Trump will now be considered.

Informatory Double

Both at Contract and Auction t accepted challenge to a bid of this kind to double. If, therefore, West bids "world's worst" One No Trump, Nor should double if holding the approxima value of 3 Honour tricks. Slightly le than 3 might suffice on a certain type hand, particularly when holding a use suit to be bid later.

Reverting to the original example, whe South passes on a useful hand: West th bids his psychic One No Trump. Nor says "Double," thereby intimating to h partner that he has got a good hand approximately 3 Honour tricks, probab with a sound biddable suit.

South will then bid his best suit, or n having good Spades or Hearts, he m well bid 2 No Trumps. The question the re-bid by North depends upon circu stances, but a good partnership can quick sense the time and occasion to go to ga at Contract or overcall with a suitab declaration at Auction, and so defeat t bluffer.


THE THOROUGH SURVEYOR
"NOW DO, FOLKS! SORRY TO RUSH OFF, BUT THE OLD MAN HAS A BIG JOB FOR ME TO DO"
PREPARATION
CONTEMPLATION
APPLICATION
CULMINATION